

LOCAL GOVERNMENT SERVICE

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Contents:

Salaries and Service Conditions	490
Summer Schools	494
Conference Amendments	499
Whitley Councils.	505

The Famous Granite City

Where the 1936 Conference will meet

SO varied and so many are the appeals which Aberdeen makes to its visitors, that within the scope of this article it will be possible to give but an impression of the famous Granite City, with a hint of its atmosphere, and a suggestion or two of how to get the most out of a short stay. For out of its manifold places of interest, there are several which must not be missed.

Of course, the choice depends chiefly on the individual preferences of the visitor, but whether he comes as a sightseer, a sportsman, a student of historical buildings, or a student of the arts and sciences, or merely in search of recreation, he will find an abundance of material to indulge his particular bent.

The first aesthetic thrill is the sight of the city itself; its handsome streets and magnificent buildings of granite sparkling in the sunshine provide a spectacle comparable with many another scenic wonder whose praises have been more loudly sung.

Perhaps the biggest surprise of all which the visitor receives is that Aberdeen, proud though it is to be part of Scotland, is unlike any other Scottish city. Throughout its long history—its beginnings are lost in the mists of the past—it has always possessed its individual character, and writers past and present have been wont to describe it in figures of speech more often applied to Continental towns.

Indeed, if the visitor cares to stand opposite the end of Broad Street and let his eye rove round the municipal buildings and round Castle Street, he may be forgiven the illusion that he is standing in a Flemish city. Looking up Union Street to the west, the visitor sees an inspiring vista, which a nineteenth century author described as possessing the cleanliness and architectural beauties of the West End streets of London, with the gaiety and brilliancy of the Parisian atmosphere.

Aberdeen is really the fusion of two separate towns. One, the Old Town, rose around the cathedral on the banks of the Don, and the other, the New Town, around the castle overlooking the Dee. They grew, met, and fused into one, but their characteristics are as clearly defined to-day as they were centuries ago, although they are now only districts of a great modern city, whose vitality and progressiveness are known throughout these islands. Perhaps this sharp distinction has been preserved by the two colleges of the University, once two separate Universities, which will be outlined later.

In centuries past the city's wealth was drawn chiefly from its trade with the Continent, its close associations with Poland, Danzig, and the Low Countries leaving their mark to this day.

At the present time, however, the staple industries of the city are white fishing and its allied trades, the quarrying and "manufacture" of granite, the native rock from which the city itself is hewn; shipbuilding,

engineering, papermaking, and the manufacture of woollen goods, with numerous smaller industries.

Aberdeen, however, has not the atmosphere of an industrial city. It is free from the smoke and grime. It is a mixture of the residential city—the shopping centre—Union Street is second only to Princes Street, Edinburgh, for its magnificent range of shops—and the seaside resort. Its cleanliness, its superb streets, its incomparable buildings, its beautiful beach, its spacious parks, and glorious surroundings are what strike the visitor.

Nevertheless, it is an industrial spectacle which the visitor should make a point of seeing perhaps first of all. He must rise early to see it at its best. That is the Fish Market. It is necessary to be there at eight o'clock in the morning to see the floor of the market, nearly a mile in length, covered with fish of twenty different kinds fresh from the North Sea. It is an unforgettable spectacle for the visitor.

An excellent starting-point for an itinerary is the town house itself. Most of the city and county administrative offices are compactly housed in one range of buildings. From the corner of Broad Street eastwards are the town house, the sheriff court buildings, and county buildings, and round the corner of Lodge Walk, with its quaint old-world archway, are the police offices of both the city and county.

The whole structure facing Union Street and Castle Street is in the Scottish baronial style, with French and Belgian features, and rising high above the west corner is the handsome clock tower.

Between the town council chamber and the county council chamber, both hung with the portraits of former Lord Provosts and County Conveners, is the beautiful town and county hall, a spacious, richly timbered hall, where hang the tattered colours of the Gordon Highlanders among paintings by noted artists.

Eastward of the municipal buildings, forming a continuation of Union Street, is the old Market Square—Castlegate—now a prosaic loopline for the trams and buses, but the market cross with its marble unicorn is worth inspecting.

Tucked away behind the municipal buildings, in Broad Street, is the world's most wonderful granite structure, Marischal College, part of the University. But for the national emergency, a vast square would have already been cleared in front of this noble building, giving it a setting worthy of its magnificence. In the sunshine the glittering front of the college, which was opened thirty years ago by King Edward VII, is dazzling in its splendour, with its clustering spires and pinnacles.

Above the quadrangle, Mitchell Tower reaches up its slender and elegant spire into the sky. It surmounts the Mitchell Hall, another beautifully timbered and windowed meeting-place, where most of the University ceremonials are held.

Within the college are several museums with a wealth of specimens.

On the other side of Broad Street stands a grimy, turreted old house, famous as the home for many weeks of the Duke of Cumberland on his way to Culloden Moor. Almost at its door the bus bound for Old Aberdeen stops, and transports the visitor over the hill of Gallowgate and the Spital Brae into a bygone century. The Old Town is unspoiled by the march of time.

At the southern end of High Street stands King's College, the other college of Aberdeen University. Over it hangs the atmosphere of four centuries ago, the time when the Good Bishop Elphinstone founded the University on the model of Paris University. Only the chapel of the original building remains, with its exquisite crown bell-tower, "a brave pourtrait of the Royale diademe." Much of its old interior splendour is gone, but it retains the richly carved oak screen, contemporary with the founder, and the canopied stalls. In the ante-chapel is the renovated tomb of Bishop Elphinstone.

To walk along High Street and up the Chanony to St. Machar Cathedral Church is to meander still in the world of the past, an atmosphere which is not lost by continuing on to the beautiful Brig o' Balgownie, of which poets and minstrels have sung.

A tramcar will bring the visitor back to Castle Street by way of King Street, and more particular interest can be taken in Union Street. As you walk the first half mile you tread over much of Aberdeen's buried past. Under your feet is Putachieside, where the citizens fled from the Duke of Montrose after the Battle of Hardgate, but the builders have bridged over with arches the old cobble-stoned thoroughfare.

Past the East and West Churches with the handsome colonnade, there is on the south side a gleaming white building of Elizabethan architecture, Trinity Hall. From Union Bridge next to it runs Union Terrace, and sitting like a jewel at the end of it is H.M. Theatre, with the South Church and the public library alongside. A corner of the War Memorial can be seen, and its solemn beauty should attract the visitor within to the awe-inspiring Hall of Remembrance beside the Cowdray Hall and the Art Gallery.

Lovers of art will find unending joy in the Art Gallery, one of the best in the provinces, well stocked in paintings and sculpture.

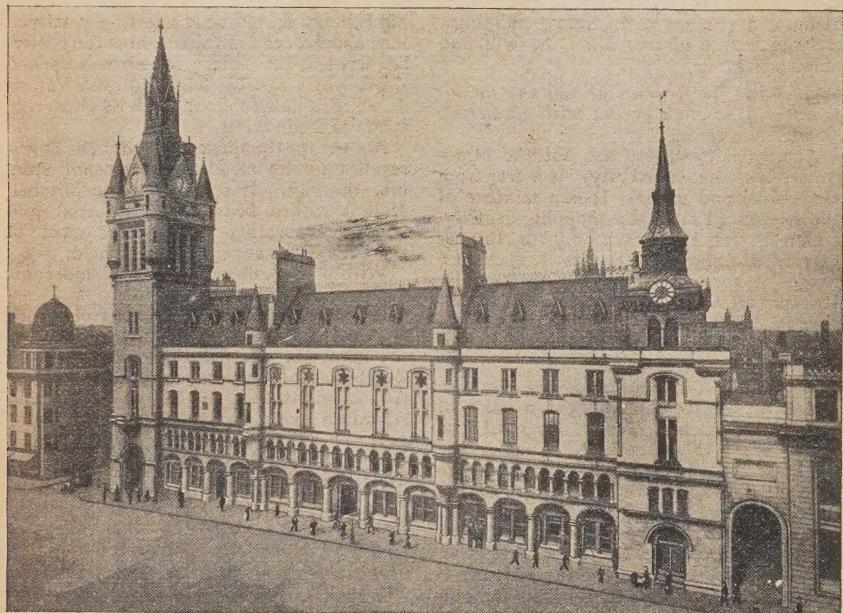
But to go up west is to enjoy the loveliest quarter of Aberdeen, particularly in the month of June. The hardness of the granite buildings is softened by the trees, and indeed make that end of the town vie even with the beauty of Paris in the spring. All the streets are boulevards in miniature,

Cumberland housed his soldiers, are famous throughout the country, and their former pupils are to be found in every corner of the world.

Of course, there is sea bathing, and also a large indoor pond. At the beach pavilion one of the finest concert parties in the country, under the famous comedian, Mr. Harry Gordon, gives daily performances.

Englishmen who indulge in golf will be astonished both at the facilities and the cheapness of the game in and around Aberdeen. Within the city boundary there are a seaside course and an inland course. The second is in the restful sylvan surroundings of Hazlehead, the municipal estate on the western fringe of the city. On the outskirts are also scattered the Balnagask, Balgownie, Murcar, and Bieldside courses, all within easy reach, and farther afield there are courses attached to nearly every town and village.

Bowling, tennis, and other popular



TOWN HOUSE, ABERDEEN

with a loveliness which no town in Britain surpasses.

High Blondins catch the eye as they tower above the houses in the distance. Here is Rubislaw Quarry where Aberdonians have torn the rock to build their city for generations. No one can afford to miss the wonderful and awesome spectacle which the quarry presents. Deep down on the floor of the quarry, more than 300 feet below, men can be seen like ants working the stone.

Two things about the life of Aberdeen which thrust themselves upon the visitor are religion and education. Handsome churches and schools like palaces are among the principal architectural features of the city. They abound. For Aberdeen has for centuries taken a foremost place in the Church and in education.

The two colleges of the University have sent out men who have gained high places in the Empire. The grammar school, dating back to the thirteenth century, and Robert Gordon's Colleges, where

games are lavishly catered for by the municipality, in addition to the private greens and courts. In fact, no one who enjoys an outdoor sport of any kind need be at a loose end in the Granite City.

If Aberdeen is fortunately supplied with recreational facilities, it is even better equipped for entertainment. H.M. Theatre provides plays, operas, and musical comedies in addition to films, while the old-style music-hall variety still flourishes at the Tivoli. No other town of similar size contains so many cinemas, or so many belonging to the super-cinema class. Altogether, there are a score of them, and the programmes are equal to the best provincial houses.

In the great hinterland of Aberdeenshire a wealth of scenic beauty exists. The city is the gateway to Royal Deeside, which in June is as lovely as it is in the more popular months of August and September. Donside, more rugged, is just as strong in its appeal and has numerous roads which will enchant the visitor.

The Choice of a House

By a Housing Architect

SPRING is the busiest season of the year for the business of buying and selling houses, and anyone with property to offer makes a special effort to dispose of it.

I have found it a good plan to jot down in a notebook the main points calling for observation, and to fill in notes on these when inspecting any property.

Aspect.—The best position is generally to be found on a road running north and south, as houses on either side will share equally in the sunlight.

Remember that a larder facing south may be ineffective, and a kitchen almost unbearable, during the summer months; also that the children's bed-rooms should enjoy the morning rather than the evening sun.

Site.—The level of the ground should be noted, and compared with the surroundings. A gentle slope, preferably towards the road, ensures good surface drainage. Any site which appears to have been filled in order to raise the level should be avoided. Houses can be well founded on almost any natural subsoil, although in the case of clay, drainage of rainwater will be sluggish in wet periods, and deep cracks may appear in the ground in hot weather.

Drainage and Water Supply.—A visit to the offices of the local authority will be advisable, particularly in buying old property.

Lighting.—The existence or otherwise of gas and electricity will be noted, and the unit cost of these items ascertained.

Access.—An unmade road may pass muster on a fine day, hence it is not unwise to choose bad weather for your visit! Even if the road is made up, the footway may be unpaved, and no agreement to purchase should be signed without inquiry as to your liability for future charges.

Travel.—The distance to the nearest station and bus route should be ascertained by actual trial. It is well to be satisfied that the services are really adequate for the needs of the neighbourhood.

Garage.—The size of cars tends to increase, and many sites advertised to have "space for garage" will be found lacking in adequate width or length, or may have impracticable means of access.

Amenities.—Trees are ever attractive, but constitute a nuisance if too near a house, owing to the choking of the gutters of the roof with leaves during autumn, and the constant hindrance to fresh air and sunlight. A well-planted road, however, adds to the selling value of a house, and the same applies to neatly grown hedges and substantial fences.

Beauty of outlook, however attractive, cannot generally be relied upon as lasting unless it happens to be safeguarded under a sympathetic town-planning scheme. Inquiry should be made if one exists, and if so, it should be inspected at the office of the local authority.

While there, the amount of the local rates can be ascertained, and the probable assessment of the property. These outgoings are often overlooked at the outset.

From Our Legal Department

Superannuation questions are always of general interest to the majority of our members, and this month we give details of three interesting cases with which the Legal Department has been concerned. In the other case which we report this month, an officer was glad of the assistance of the Association in conducting negotiations for him after he had met with an accident.

DURING the past few months numerous inquiries have been received as to how many years' service an officer holding a designated post under the Local Government and Other Officers' Superannuation

Act, 1922, who retires at sixty-five years with, for example, ten years' contributing

LENGTH OF SERVICE. service and thirty-three years' non-contributing service can bring into account for superannuation purposes. The question is whether he can bring into account the full forty-three years' service, provided the resultant allowance does not exceed 40/60ths of the average annual amount of his salary for his last five years' service, or whether he is limited to a maximum of forty years' service.

It will be remembered that the Act contains definitions of "service," "contributory service," and "non-contributing" service. The scale of superannuation allowances is laid down in Section 7, which in short (after a minimum of 10 years' service) provides for an allowance equal to 1/60th for each year's service "to a maximum after forty or more years' service of 40/60ths . . ." A minimum of ten years' contributing service is necessary to establish a title to a superannuation allowance at the rate of 60ths. The portion of the superannuation allowance which is based upon a period of non-contributing service is to be calculated under the provisions of Section 16 (1) of the Act, enacting that the "allowance in respect of his non-contributing service shall be at the rate of one one-hundred and twentieth . . . of the average amount of his salary or wages for the last five years of his service in respect of each year (not exceeding forty years) of his service . . ." The Section also gives the superannuating authority a discretion to increase the rate from 120ths to a rate not exceeding 60ths, but it will be observed that the maximum period which can be brought into account under this Section is forty years.

The attention of N.A.L.G.O. has been drawn to an opinion expressed by one counsel that the limitation of forty years' service in Section 16 (1) only related to non-contributing service and should not therefore be read into Section 7 so as to limit the number of years for the calculation of total pension to forty years. He considered that in Section 7 the expression "service" must mean contributing service and that under that Section there was no limit to the number of years which could be brought into account, though for service for more than forty years there was no greater allowance than for service of forty years. In Section 16, however, the word "service" meant non-contributing service, and consequently the officer could bring into account in the aggregate more than forty years' service, provided the resultant allowance did not exceed 40/60ths.

As this opinion was contrary to the view held by the Minister of Health (see paragraph 15 of Circular 353) and also to the accepted practice of many local authorities, N.A.L.G.O. decided to take a further opinion. The opinion obtained was to the effect that in no circumstances could more than forty years' service be brought into account. In view of the diversity of opinion on this point, the National Executive Council has decided on a suitable case arising to take the matter to arbitration and, if necessary, to the High Court, so that the point may be determined.

ACCIDENT TO AN OFFICER. A MOTOR omnibus inspector was one evening, in the course of his duties, walking along a badly lit street, when he fell into a forecourt fronting upon some cottages and injured himself. The forecourt was directly in the line of the pavement, and not being

protected by a guard-rail, was a danger to pedestrians. The officer communicated with N.A.L.G.O., and inquiries were instituted. There was some doubt as to whether the wall of the forecourt formed part of the highway, or whether it was vested in the owners of the adjacent property. The only possible course was to endeavour to get the local authority to make some payment. After some negotiations, the local authority agreed to make an *ex gratia* payment to the officer in respect of the injury he sustained, and the matter was concluded on that basis.

IN last month's issue, mention was made in these columns of the fact that the Minister of Health was considering the amendment of the common form clauses of

GRATUITIES UNDER SECTION 23 OF THE ACT OF 1922. admission agreements so as to allow a local authority, admitted to another authority's superannuation scheme

by means of an agreement under Section 5 (3) of the Act, to grant a gratuity under Section 23 (2) of the Act to an officer leaving its service who did not occupy a designated post. In one instance, which has been brought to the attention of N.A.L.G.O., the Minister has agreed to the insertion of a clause in an admission agreement whereby the admitting authority will, if the employing authority so requests, grant a gratuity to any employee of the employing authority in accordance with the provisions of Section 23 (2) of the Act, the amount of such gratuity forthcoming to be repaid to the admitting authority by the employing authority. It is understood that in practice, upon requests being made by the employing authority to the admitting authority for payment of such a gratuity, the latter authority will write a letter to the former authorising it to make payment direct from the general rate fund.

QUESTIONS sometimes arise as to the amount of the superannuation contributions which are returnable on the death of an officer while in receipt of a superannuation allowance. It

RETURN OF CONTRIBUTIONS ON DEATH OF PENSIONER. will be remembered that Section 12 (2) of the Act of 1922 pro-

vides that where an officer in receipt of a superannuation allowance dies before he has received "by way of superannuation allowance" an amount equal to the aggregate of his superannuation contributions, plus three per cent. compound interest thereon, there shall be repaid to his legal personal representative the difference between the aggregate of his contributions plus interest and the total amount received by way of superannuation allowance. It frequently happens that an officer on retirement receives an increased allowance in respect of his non-contributing service by reason of the local authority invoking the discretionary power vested in them by Section 16 (1). Any increase in the allowance for non-contributing service in excess of the basic rate of 120ths is not paid out of the superannuation fund, but is chargeable upon the same fund, rates and revenues as those upon which the salary or wages of the officer or servant to whom the allowance is granted are charged. The question, therefore, arises as to whether any increase granted under Section 16 (1) of the Act comes within the ambit of the phrase "superannuation allowance" used in Section 12 (2). In other words, must any increase under Section 16 (1) also be taken into account when calculating what sum (if any) is repayable to the legal personal representatives? The point was put to the Minister of Health some years ago, who gave it as his opinion that the expression "superannuation allowance" in Section 12 (2) included sums payable otherwise than out of the superannuation fund by virtue of a resolution under Section 16 (1), increasing the allowance in respect of non-contributing service.

PROFESSOR HAROLD J. LASKI, M.A., Professor of Political Science in the University of London

"I believe the volume really will make a landmark in the story of Local Government. I add that the real credit for it belongs to your Association, which was willing to act imaginatively on a great occasion."

Have you read the Centenary Volume? If not, turn to page 500.

Foreign News and Views

Culled from Overseas Sources

Solving Parking Problem

OKLAHOMA CITY is trying to solve its parking problem by use of a new meter. Along kerbs, spaces of twenty feet are marked off for parking, with a meter mounted four feet high commanding the space. The driver parks his car, drops a nickel in the slot of the meter, and an indicator rises and remains in view for sixty minutes. One motor-cycle patrolman can cover the entire area.—("The Municipal Magazine.")

Abolish the Ward System

THE next step to take, insofar as local government is concerned, is to abolish the ward system; let the municipality be the vision. This does not mean that there should not be purely local or district civic associations; these should and would have a tremendous educational and civic value, and would widen the outlook of the municipality. But for pity's sake let us stop this lounging against the handle of the ward pump; these sudden bursts of energy resulting in nothing but yards of pump water. Let us get down to the real business which is the business of the municipality, not the business of the ward.—("Municipal Affairs," South Africa.)

Why Not Higher Salaries?

MANY of the lower paid public servants in Germany have recently had difficulties in making ends meet, and some of them, through no fault of their own, are in a very precarious position. The Government has decided to come to their assistance, and recently issued legislation for this purpose.

"The principal practical measures to be applied by the services of the National Association of German Public Servants consist mainly, according to cases, in drawing up a plan for the payment agreed upon by creditors and debtors, or arranging for the transfer of claims in return for an undertaking by the indebted official to make regular payments of interest together with amortisation payments wherever practicable, the rate of which must be as low as possible.

"Finally, the National Association of Public Servants has decided to take part directly in the Government's effort to meet the problem of indebtedness of lower-grade public servants by itself making direct advances under certain conditions."—("I.L.O. Journal.")

Punjab Progresses

THE Local Self-Government Institute, Punjab, which was formed in April, 1935, is a permanent central organisation of municipal committees, district boards, town committees, and other local bodies, as well as public institutions and individuals working in the field of local self-government in the Punjab. Its aims and

objects are: (a) to train the people in the principles and practice of local self-government; (b) to promote the study of problems connected with local self-government and to make researches; (c) to act as a centre of information and advice for local self-government bodies; (d) to strengthen and improve local self-government institutions by co-operation and other means; (e) to organise periodical conferences of local bodies for exchange of ideas, pooling their experiences, and making combined efforts to solve their common difficulties; (f) to represent the opinion of local self-government bodies in cases in which such representation is desirable; (g) to promote efficiency of administration of the local bodies.

It has already instituted training classes for officers of the local government service.

Associating the Associations

THE Spelman Fund of New York as an aid to "the growing movement for greater efficiency in government particularly at the state and local levels" has just made a grant of \$1,000,000 to the University of Chicago for the erection and maintenance of a building to house the national headquarters of fifteen associations of public officials and other professional groups which are working on practical everyday problems of administering the public business. The central agency of this group of associations is the Public Administration Clearing House, and the other organisations to occupy the new building will be the American Legislators' Association, American Municipal Association, American Public Welfare Association, American Society of Municipal Engineers, American Society of Planning Officials, Civil Service Assembly of the United States and Canada, Council of State Governments, Governmental Research Association, International Association of Public Works Officials, International City Managers' Association, Municipal Finance Officers' Association, National Association of Housing Officials, National Association of Assessing Officers, and Public Administration Service, the latter a research, consulting, and publications service jointly maintained by all the other organisations. A joint reference library is similarly maintained.

Over twenty years ago N.A.L.G.O. tentatively suggested that all the associations connected with public administration, particularly with local government, in this country should, between them, establish a central headquarters so that they would all be housed in one building, but the suggestion did not reach maturity. We wonder whether the American project will revive this excellent idea over here.

Strict Curfew in Chinese City

CITY officials of Suiyuan have published an edict commanding all residents to arise every day at 5.30 a.m. and to retire at 9.30 at night, with all lights out. A

Chinese correspondent remarks that this "is inconvenient for lazy ones who like to lie late abed, and sorrowful for those who like to wine and gamble at night"—("The Municipal Review of Canada.")

Citizenship and Community Problems

THE evident plight of government, both national, state, and local, in the presence of the numerous complex and distressing problems with which we are now beset, calls for an intelligent, determined, and nation-wide effort to improve both the quality of citizen thinking and citizen action. Somehow, and at whatever cost, "the implicit capacity for worthy and effective participation in the State," must be converted into a positive and active citizenship that represents a true understanding of the nature of the organised democratic community and its problems, a real and active interest in public affairs, unselfish devotion to the public welfare, and, more than all, perhaps, the ability to co-operate with other citizens and with public officials in constructive efforts to solve community problems.—("National Municipal Review.")

Who Has the Wide Open Spaces?

IS this country behind America in the matter of national parks? Mr. R. S. Lynch, manager of the gardens department at Dartington Hall, the centre for research into rural industries, seems to think that. "We have no idea in this country," he said, "of the magnitude of public landscape work carried out in America. There are eighteen national parks developed and controlled by the Federal Government, then there are the State parks. Each State is divided into regions, and each region has its parks commission."

The National Trust for places of historic interest or natural beauty was founded in the year 1895, and since then it has purchased over a hundred open spaces, both large and small, and these properties are held less as open spaces or for the sake of their scenery than for the sake of the preservation of their wild life. The properties are, of course, quite distinct from the municipal parks.

Have we failed—or has America a wrong conception of what we have done in this direction?

Dismissal of Local Officials in Poland

ACIRCULAR was recently issued by the Polish Minister of the Interior reminding the local authorities of the principles to be applied in order to bring about savings, and in particular to regulate the question of the dismissal of local public servants. The first to be discharged must be those whose subsistence is not wholly dependent on their salaries, such as pensioners, officials holding more than one post, those whose wives or husbands are in employment and earning enough to provide for the family, and those who have well-to-do relations. The circular declares, however, that it is desirable that young persons should be allotted the posts at present held by persons in a position to give them up.—("Industrial and Labour Information.")

Causerie

GLASGOW'S TEMPLE OF DIANA

"**G**REAT is the Glasgow Rangers Football Club. When Mr. Inkerton, the new City Assessor of Glasgow, proposed to increase the annual value of Ibrox Park, the Rangers' ground, many Glasgow citizens were greatly shocked. An appeal to the local committee against the increased valuation was successfully made, but the City Assessor brought his case to the High Court, or the Lands Valuation Appeal Court, to give it its proper title. It was there that Mr. J. L. Lyde, counsel for the assessor, informed the Court where Glasgow men worship. 'Ibrox Park,' he said, 'is to the citizens of Glasgow what the Temple of Diana was to the Ephesians. If their lordships could imagine the City Assessor of Ephesus going before the valuation committee of the town council of Ephesus with a proposal to increase the valuation of the renowned temple of their beloved goddess, he would have met with a kindlier reception than did the City Assessor of Glasgow when he appeared before the local valuation committee with a proposal to increase the valuation of the hallowed park at Ibrox.' The assessor, after such eloquence, won his case.

RATES DEMANDS EARN MONEY

THE residents of Ilford can not only pay their rates by instalments, but they will receive interest for doing so. This scheme, which is unprecedented in London, has been evolved by the local Trustee Savings Bank. A ratepayer can leave on deposit any sum he wishes for his rate account. When he wants to settle his demand note he just notifies the bank, which does the rest. In the meantime, interest accumulates at the rate of two and half per cent on the deposit. This scheme has just been put into operation, and it has met with an immediate response. In fact, deposits have been doubled. The actuary of the bank said: "The scheme is one of those rare things which satisfies everybody; we welcome it because it brings new business, and the council likes it because no extra expense is involved. As to the public, it has proved popular with them because of the interest paid."

POST-HASTE

AT an extraordinary meeting of the Auchenfeldie Town Council, held in the town hall the other afternoon, a heated discussion arose in connection with the mail service operating in the town. Provost Blonk, who conducted the meeting, said the delivery of letters and postcards in Auchenfeldie was a perfect disgrace, and that the system badly needed speeding up. Councillor McGill arose and said that he had experienced dilatory methods with his own mail. He remarked that he was

(Continued at foot of next column.)

At Random

By "Hyperion"

FROM QUIET HOMES AND FIRST BEGINNING,
OUT TO THE UNDISCOVERED ENDS,
THERE'S NOTHING WORTH THE LOVE OF WINNING
BUT LAUGHTER AND THE LOVE OF FRIENDS.

HILAIRE BELLOC.

South Riding

Here, at last, is a really good novel about local government. I have always held that that was a theme worthy of a really competent novelist; and the late Winifred Holtby, whose early death was a great loss to contemporary literature, has found in it a subject worthy of her talent. The activities of a county council provide the skeleton of the story.

As the author says herself, *South Riding* deals largely with "the effect of by-laws and resolutions on the lives of people like haulage-contractors, corn dealers, and small-town drapers. It is full of hunting and agricultural shows, and relieving officers and drainage schemes, and all the things that make up country life."

Local government, she writes, is "in essence the first-line defence thrown up by the community against our common enemies—poverty, sickness, ignorance, isolation, mental derangement, and social maladjustment. The battle is not faultlessly conducted, nor are the motives of those who take part in it all righteous and disinterested. But the war is, I believe, worth fighting, and the corporate action is at least based upon recognition of one

(Continued from previous column.)

only four and a half years off celebrating his hundredth birthday, and little more than a fortnight ago he had received a postcard from his former schoolmaster asking him why he had been absenting himself from school for two days.

Various ways and means of expediting the local mails were then discussed by the members, and ultimately it was decided that the best plan would be to purchase a bicycle for the town postman.—("Glasgow Evening News," March 16.)

BUTTING-IN ON ROAD SIGNS

NEW road signs have been put up in the Forehoe area of Norfolk.

When the District Council met, a member congratulated the assistant county surveyor.

"The inhabitants of Costessey," he said, "greatly appreciate the new signs. I saw two goats tethered to them this morning."

UTOPIA ?

The urban district and parish of Roxby cum Risby found fame last night. It is the one place in Great Britain where no rates were levied in the year 1935-36.

In 1934-5 the ratepayers paid 5s. in the £. But this year, according to Ministry of Health statistics, "no rates were levied during the year 1935-6, the council's expenditure being met out of Exchequer grants, other income, and balances in hand at the commencement of the year."

fundamental truth about human nature—we are not only single individuals—we are members of one another."

I once tried to make a short definition of local government. My definition was: "Local government is the gentle art of living together." But I much prefer the extract I have quoted from *South Riding*.

Things We Should Like To Know

Why all female film stars must wear artificial eye-lashes which look like spiders' legs?

* * *

Who is the officer who ends his applications for new positions with the sonorous sentence:

"I am a life-long abstainer, a non-smoker and have a first-rate brain?"

* * *

What authority was responsible for the notice:

"DON'T LET WORK KILL YOUR WIFE. LET ELECTRICITY DO IT FOR YOU!"

* * *

The Heights of Absent-mindedness

"Can I see Professor Sharp?"

"But you are Professor Sharp, sir."

"Dear me! So I am. Tell him I'm out."

A Slight Misapprehension

A rich man, in Abraham's bosom as he supposed, becoming terribly bored, asked an angel to find him some work to do.

"Sorry, sir, it is impossible."

"Well, I think it very odd that in Heaven such a reasonable request should be refused."

"My good man, you are not in Heaven."

—The Rev. W. R. Inge in "The Evening Standard."

This Month's Aphorism

"Men never amount to much until they outgrow their fathers' notions, sir."

—Landon Cabell Garland, one-time chancellor of Vanderbilt University, U.S.A.

Evolution Explained

First Floor: "So wot was?"

Second Floor: "It stots on in de beegennick—foist everybody was a feesh—was only clems wid hoysters wid shreemps wid soddeens, so greeduly de feesh it stodded in to grow by dem fit wit laigs. So when it came de laigs de feesh could stand opp—so dees became heminal."

First Floor: "So wot was?"

Second Floor: "So leedle by leedle de heminals dey stodded een to get smot so de smot ones became pippel!"

First Floor: "Yi, yi, yi! From clems it became feesh—from feesh it became heminal—from heminal it became pippel—Hu! de tings wot dey doing nowdays!"

—From "Nize Baby," by Milt Gross.

Salaries and Service Conditions

Widespread Improvements

COST-OF-LIVING INDEX

On April 7, 1936, Mr. E. Brown, Minister of Labour, announced in the House of Commons that he had decided that a revision of the basis of the cost-of-living index number should now be undertaken, and that he hoped to have the assistance of a small advisory committee which will include representatives of employers and trade unions. He further stated that the terms of reference were as follows:

To advise the Minister of Labour as to the methods to be adopted in the collection of information, by means of family budgets, showing the approximate average weekly expenditure of working-class families on the items which should be taken into account in the construction of index numbers designed to measure the percentage changes from month to month, in the cost of maintaining a present-day standard of living.

SUPERANNUATION

The following authorities have adopted the 1922 Superannuation Act:

Cardiganshire County Council; appointed day, June 1, 1936.

Soke of Peterborough County Council; appointed day, July 1, 1936.

Porthcawl Urban District Council; appointed day, April 1, 1936.

Pontardawe Rural District Council; appointed day, January 1, 1936.

ECONOMY DEDUCTIONS

When the temporary deductions in salaries made in 1931 were ended in 1933, the reductions in the salaries of the four principal officers of the Neath R.D.C. were continued. On the application of the divisional secretary these reductions have now been restored.

SALARIES

Mr. J. E. N. Davis, divisional secretary, attended a meeting of the transport sub-committee of the **Cardiff City Council** on March 24, in support of an application for increased salaries for the official staff.

On the application of the Association, the **Derby Corporation** has adopted a scale of salaries for omnibus inspectors, and agreed that staff conditions of service shall apply to them.

CONDITIONS OF SERVICE

The divisional secretary has interviewed a committee of the Board of **Prudhoe Hall Mental Deficiency Colony**, Northumberland, in connection with improved conditions of service in the institution. The application was in respect of ration money for meals taken when off duty, holiday, or sick relief, long service pay, salaries of the male and female staff, etc. The divisional secretary was sympathetically received, and further consideration is being given to his application.

SICK LEAVE

The **Bangor City Council**, at its meeting in April, approved a scheme of allowances to officials on sick leave, as follows:

- (a) officials and indoor staff on sick pay to be allowed full salary for a period of three months, and then half pay for a period of three months in any year;
- (b) a weekly medical certificate to be required;
- (c) absence through sickness of any official to be reported to the monthly meeting of the appropriate committee;
- (d) in any case where special consideration is desirable the appropriate committee may refer the matter to the Finance Committee, who shall have power to vary or extend the approved scale of allowances;
- (e) payment for overtime to cease, except by authority of the Finance Committee in special circumstances, on a recommendation of the head of the department or appropriate committee. A nominal payment of 1s. 6d. for tea money to be paid for an evening's overtime.

It should be noted that no deduction for any national health insurance received is to be made.

COMPENSATION

The general inspector of the Ministry of Health held an inquiry at the town hall, **Walsall**, on March 18, into the appeals of certain officers against the amount of compensation awarded by the Walsall and West Bromwich (Wigmore Schools) Joint Committee, Mr. E. M. Pullen, of headquarters, and Mr. J. E. N. Davis represented the members of N.A.L.G.O.

LOCAL JOINT COMMITTEE

The Board of the **West Riding Mental Hospital** has agreed to the formation of a local conciliation committee, consisting of six members of the board and six representatives of the staff. The staff side representatives are being appointed in accordance with membership of the various organisations concerned.

WHITLEY COUNCILS

A meeting to consider the setting up of a Provincial Whitley Council for the North Eastern District was held on April 17, and a full report appears on page 505.

ALL

MANKIND'S CONCERN

Weekly Allowances

A member aged thirty-four years, with a wife and child, aged three years, contracted tuberculosis. His salary ceased, and his only income was then 9s. per week. He was admitted to a sanatorium for several months, during which time the Fund made a regular weekly allowance to the member's wife for her maintenance. Later the member was discharged from the sanatorium, but was still unable to resume employment, and the Benevolent and Orphan Fund continued to help this family. The member was readmitted to the sanatorium seven months ago, and may be discharged again very soon, but he has been warned that he will be unable to resume duties for some time. The Fund will continue to help this member and his family by making a regular weekly allowance until he is fit to return to his duties.

A widow at the age of twenty-seven years was left with three young children to support, the youngest being aged six months. Shortly afterwards the widow's health began to fail, and she was later certified to be suffering from tuberculosis. The Fund undertook to maintain and educate the two elder children, and arrangements were made for them to be admitted to a suitable school. In addition, the Fund is making a weekly allowance towards the support of the widow and youngest child to supplement her income.

A widow aged forty-seven years, with two children aged thirteen and eleven years, was left destitute, with the exception of 18s. per week in respect of pensions. Although this widow desired to obtain employment, she was unable to do so, as the elder child is a helpless cripple and needs constant attention. The Fund is making a weekly allowance.

Lump Sum Grant

A member in receipt of £3 7s. per week had a wife and seven young children dependent upon him. One child was taken seriously ill and subsequently died, and another child has been ill for a period of about five months. The member has unavoidably fallen into debt owing to the medical expenses incurred for which he was not prepared. The Fund made a grant in this case.

Sanatorium Treatment

A member aged twenty-six, with a wife and child, aged four months, was certified to be suffering from tuberculosis, and was advised to obtain immediate treatment for a period of at least six months. His branch made application to the Fund, and a letter of recommendation for the Royal National Hospital for Consumption, Ventnor, was subsequently issued, together with a grant to cover part cost of the maintenance charges made by the hospital, viz., £2 per week, and railway fare. Without the assistance of the Fund the member would have been unable to obtain the treatment he was advised to receive, as his salary was only £2 10s. per week.

Are you making an annual contribution of 2s. 6d. to the Fund?



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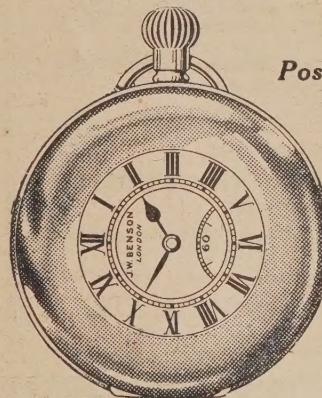
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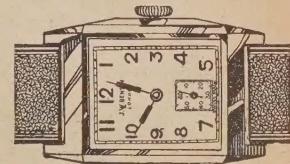


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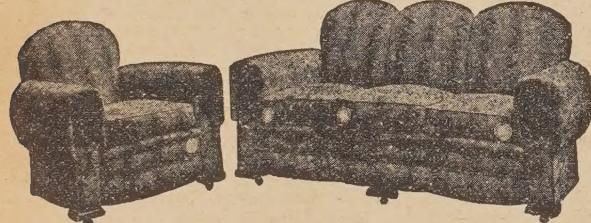
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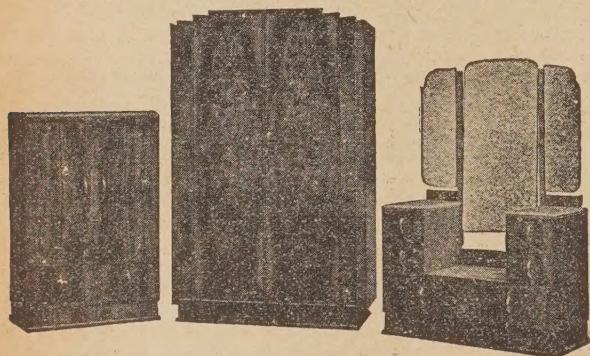
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EXAMINATION SUCCESSES

To the Editor, LOCAL GOVERNMENT SERVICE.

March 19, 1936.

SIR.—With further reference to the letter which I sent to you a short time ago, and which you published under the heading "Examination Successes" in your March issue, I am afraid that I did not make my last paragraph but two quite so plain as I intended. I referred to "these examinations," instead of specifying the school leaving certificate and matriculation examination, and in doing so the context gave the impression that I was most ungenerous to some of the senior clerks who hold the N.A.L.G.O. and other examination qualifications in my own department.

I am desirous of withdrawing any imputation in this connection, and apologise to them fully for the unfortunate wording of his paragraph.

What I had in mind and should have stated was that the school leaving examination certificate (which has to be obtained before entering the service of the corporation here) is set with an eye on those who will eventually pass through the colleges or a scholastic appointment, and should not be considered as the standard required for a commercial career.

Yours faithfully,
S. A. HARDING.
Bristol Corporation Electricity Dept.

(In view of the explanation now given by Mr. Harding, we must regard this correspondence as closed, and we have refrained from publishing several letters which we have received on the subject.—Ed.)

UNIVERSITY GRADUATES

To the Editor, LOCAL GOVERNMENT SERVICE.
March 21, 1936.

SIR.—When I read Mr. Gardner's letter in our February issue I felt sure that his statements would be challenged.

May I, however, be permitted to say that consider the statements of Messrs. Levinson and Spink are as unrelated to true facts as the claims of Mr. Gardner.

Mr. Spink's final remark about culture leaves me cold. I never heard the word at college, and haven't heard it since. As our hours at Bristol were 9 a.m. to 5 p.m., with about three hours per night additional, we had not much time to devote to "culture." Perhaps Mr. Spink will define "culture," as I am quite ignorant of its meaning. I seem to remember the word "kultur" as applied to pre-War Germany, but that is the sum total of my knowledge in this direction.

Yours faithfully,
G. F. R. DICKINSON,
B.Sc. (Eng.).

Borough Engineer's Office,
Poole, Dorset.

RECORD OF SERVICE

To the Editor, LOCAL GOVERNMENT SERVICE.
April 7, 1936.

SIR.—With reference to your paragraph in the April issue on the record of service as a member of a local authority of the Lord Mayor of Nottingham, I think probably Sir Albert Ball's service is also unique by the fact that, whilst holding the office of Chief Magistrate of this city, he has publicly proclaimed the Accession of two Monarchs, viz., King George V in 1910, and King Edward VII in 1936.

What You Think

Our Readers' Opinions

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed on this page. No letter will be published unless accompanied by the name and address of the sender, but a nom de plume may be sent for publication. The Editor wishes to devote space to all the letters which he receives for publication, but he cannot do this unless correspondents will make their letters "short and sweet." He reserves to himself the right to shorten letters, so as to publish more of all rather than much of a few.

I wonder whether any other Chief Magistrate in the country can make a similar claim?

I am, sir,
Yours faithfully,
H. S. SHERWIN.

The Council House,
Nottingham.

SPRING CLEANING

To the Editor, LOCAL GOVERNMENT SERVICE.

March 20, 1936.

DEAR SIR,—There is still scope for a brighter "L.G.S." and spring-time is the appropriate season to sweep aside the cobwebs of heavy officialdom and let in the health-giving rays.

The centenary of local government has evoked a pean of self-congratulation, and now that we have counted and recounted our blessings *ad nauseam*, let us for a moment indulge in a really hearty curse.

We are cursed with a money system which, for some inexplicable reason, has its sole source in debt; on land, on sea, and in the air, with the private ownership of our money, our land, and our natural resources; with the profit incentive, the day-to-day key to the bullion-room; with a natural disinclination to constructive thought for the common good, and a passion for being amused; with a disordered mind, evidenced in the valuation of wealth in terms of money and debt, rather than human life and comfort; with noise, noisy living, with the radio background of jazz to inattentive and vacuous minds; with the sporting chance, the heaviest odds being preferable to a scientific and orderly system of money distribution.

We seem to have reached a stage in our advance (or decline) when further technical elaboration serves no useful purpose, and it is first principles that require to be challenged.

This I believe to be the supreme task of our generation, and the only hope for humanity.

Yours faithfully,

H. C. KING.

21, Hutbank Road,
Norwich.

NALGO PROVIDENT SOCIETY

To the Editor, LOCAL GOVERNMENT SERVICE.

April 16, 1936.

DEAR SIR,—From the report of the meeting of the National Executive Council, it is noted that the rate of interest to be credited to the "Rest" Fund and Deposit Accounts is to be reduced from 3% to 2% as from January 1, 1936.

I feel sure this must be a printer's error. Should it not read "as from JULY 1, 1936"?

To advertise the society, to persuade members to make a bank of the Deposit Account, using the 3% compound interest as a bait, and then, after the members have duly responded, to calmly tell them that the rate of interest is to be lower than that given by the Post Office Savings Bank authorities, and that it is to be RETROSPECTIVE, is not quite playing the game. At any rate, this action by the Management Committee lacks the true "Nalgo" touch.

It would be interesting to hear the views of other members in connection with this matter.

Yours faithfully,
F. G. FIELD.
Corporation Electricity Works,
Durnsford Road,
Wimbledon, S.W.19.

A BRANCH EDITORS' CONFERENCE AT ABERDEEN?

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR.—In view of the number of branches which now publish their own journal or magazine, it has been thought that a useful purpose would be served if the editors of these respective publications could meet each year, during the conference week-end, for the purpose of discussing matters of mutual interest.

Matters suggested for discussion at this year's meeting at Aberdeen are:

1. Type faces and covers.
2. Make-up and blocks.
3. Advertisements.
4. Making new contacts.
5. Mutual assistance during 1936-7.
6. Exchange of contributions.
7. Panel of contributors.
8. Increasing advertising revenue.
9. Any other business.

Additions to this agenda will be welcomed. In order that a register may be compiled to facilitate the organisation of this year's meeting (and for the better arrangement of a similar event next year), will every branch editor please communicate with me on or before May 8, 1936, saying (a) if he is in general agreement with the suggestion; (b) if he can attend a meeting at Aberdeen during the conference week-end, and (c) enclosing a copy of the last issue of his magazine?

Providing that there is a sufficient response, I shall make the necessary arrangements with the conference secretary, and will inform all those who write to me of the time and place of this year's meeting.

Further details will also appear in these pages in the June issue. In conclusion, may I suggest to branches which publish a magazine, that they should seriously consider sending their editor as delegate, or one of their delegates, to conference next year. Then he will have an opportunity of meeting the Brethren of the Blue Pencil, and the respective journals will subsequently benefit by his sojourn at the Sign of the Paste-pot and Scissors.

Yours in the spirit of N.A.L.G.O.,
ALAN C. GARRAD.
*Editor, "London County Chronicle,"
Mincing Lane, London, E.C.3.*

MR. GEOFFREY SHAKESPEARE,
M.P., Parliamentary Secretary to
the Minister of Health

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page 500.

THE Summer School movement is now accepted as one of the remarkable developments which have characterised the work of the Association.

So successful have the Summer Schools been that the National Executive Council has this year decided to organise two schools for England and Wales, in addition to one in Scotland, particulars of which are given below.

CAMBRIDGE

The School will be held at Selwyn College from July 18 to July 25, 1936.

The Lectures

The lectures at the Cambridge school will deal with some of the more important features of public administration in different types of State, including a comparison with English public administration.

The lectures will be divided into three groups consisting of three lectures in each group, as follows:

Group I. The Centralised State Public Administration in France.

Group II. The Federal State. Public Administration in the U.S.A.

Group III. The Totalitarian State. Public Administration in Germany and Italy.

The Lecturers

The lectures will be delivered by:

Group I. Paul Vaucher, Esq., D. es L., Secretary of the Council of Social Research in the University of Paris; Professor of Modern French History and Institutions in the University of London.

Group II. Rowland Egger, Esq., M.A., D.Phil., Professor of Administrative Law and Director of the Bureau of Public Administration in the University of Virginia, U.S.A.

Group III. H. F. L. Goetz, Esq., Doctor of Political Science, Diplom-Volkswirt; Beigeordneter im Kommunalwissenschaftlichen Institut an der Universität, Berlin.

ABERYSTWYTH

The School will be held at the University College of Wales, Aberystwyth, from July 11 to July 18, 1936.

The Lectures

The lectures at the Aberystwyth school will deal with the main structure of public administration and its relation to industry, leading up to a discussion of some current problems in local government.

The lectures will be divided into three groups, consisting of three lectures in each group, as follows:

Group I. The General Structure of Local Government.

Group II. The Economics of Local Government.

Group III. Current Problems in Local Government: Health; Housing; Poor Law and Traffic.

The Lecturers

The lectures will be delivered by:

Group I. H. Lloyd Parry, Esq., B.A., B.Sc., LL.B., Hon. Lecturer on Constitutional Law and Public Administration in the University College of the South-West of England. Town Clerk of Exeter, 1905-1930.

Group II. P. Ford, Esq., Ph.D., B.Sc.

Summer Schools

(Econ.), Head of the Department of Economics, University College, Southampton.

Group III. Wm. A. Robson, Esq., Ph.D., LL.M., B.Sc. (Econ.), Barrister-at-Law. Lecturer in Industrial and Administrative Law in London University.

A seminar or discussion class will be held at the conclusion of each group of lectures.

The numbers attending the Summer Schools will this year be limited. Students are therefore particularly requested to submit the form of enrolment immediately.

The booklet giving full particulars of the schools is now available, and copies may be had on application to headquarters.

Fees

The charge per head at both Cambridge and Aberystwyth is 10s. 6d. per day, and includes breakfast, lunch, tea, dinner, all service, the use of lecture-rooms and sitting-rooms; but no reduction can be made for absence from meals, for late arrival, or for early departure. Gratuities and wines are extra. A registration fee of 10s. 6d. is charged in the case of non-members.

Accommodation at Selwyn College

Men students will be accommodated in the college. Each student will have a bed-sitting-room.

Women students and married men and their wives will be accommodated in approved lodgings outside the college.

Accommodation at Aberystwyth University College

All students, including married men and their wives, will be accommodated in Alexandra Hall. Each student will have a bed-sitting room.

ST. ANDREWS

The Scottish Summer School will be held at St. Andrews University from June 20 to June 27, 1936.

The school will be opened at dinner on June 20, 1936, by Lord Provost Nimmo of Perth. The students will be housed in St. Salvator's Hall of Residence, St. Andrews, and the inclusive charge will be 9s. 6d. per day. No other fees are payable by members of the Association. Those who are not members will be asked to pay a registration fee of 10s. 6d.

The following programme of lectures and after-dinner talks has been arranged.

The Lectures

Two lectures will be given on "The Administration of Health Services in Scotland," by Sir Andrew Grierson, LL.D., formerly Town Clerk of Edinburgh.

Two lectures will be given on "Local Authorities and the Central Government," by R. M. Lees, Esq., M.A., Lecturer in British History, University of Glasgow.

The final lecture will be "The Challenge to Democracy," by A. K. White, Esq., M.A., Lecturer in Political Philosophy, University of Glasgow.

After-Dinner Talks

There will be special talks after dinner as follows:

June 22.—Educational Administration,

by R. C. T. Mair, Esq., M.C., M.A., LL.B., County Clerk Deputy and Director of Education, Lanarkshire.

June 23.—The Work of the Scottish Office, by David Milne, Esq., Assistant Secretary in Charge of the Office of the Secretary of State for Scotland, Edinburgh.

June 24.—Local Government in New Zealand, by Jas. R. Lockie, Esq., Deputy County Clerk, Ayr.

June 25.—The Work of a Sanitary Inspector, by Allan W. Ritchie, Esq., M.B.E., Chief Sanitary Inspector, Edinburgh.

Other information relating to the St. Andrews School and particulars of the J. E. Highton Essay Competition are given in the Scottish Notes in this issue.

SIR ARTHUR ROBINSON PRIZE ESSAY COMPETITION

Sir Arthur Robinson, G.C.B., C.B.E., formerly Permanent Secretary of the Ministry of Health, now Chairman of the Supply Board, has intimated his desire to continue his association with the Summer Schools, and has offered prizes of the value of five guineas to be competed for in an essay competition. The competition will be divided into two classes:

Class I. For officers whose salary is £250 per annum or more; value of prize three guineas.

Class II. For officers whose salary is less than £250 per annum; value of prize two guineas.

The subjects from which the candidates may choose are the same for both classes, viz.:

(1) What are the advantages and disadvantages of the committee system, as it exists at present in English local government? Do you consider that any improvements could be made in the system, and, if so, what improvements?

(2) What are the advantages and disadvantages of municipal control of trading undertakings? Do you think that an extension of the field is desirable, and, if so, on what ground and what precautions, if any, would you then suggest?

Rules of the Competition

I. The competition is open to all members of N.A.L.G.O. in England and Wales.

2. The essay may be in manuscript, typewritten, or printed.

3. No stipulation is made as to length.

4. The final selection by Sir Arthur Robinson must be taken as conclusive.

5. Essays must reach the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1, on or before May 30, 1936.

6. Each essay must be headed with the title chosen, a nom de plume, and a note of whether the competitor desires his essay to be judged in Class I or Class II. A sealed envelope containing the author's name, address, position, and branch, and bearing on the outside his nom de plume and class, must accompany the essay. Indication of the author's identity should not appear on the essay.

7. The result of the competition will be announced prior to July 11, 1936.

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A NEW HIGH RECORD IS WANTED

District Committees

Amendments to Conference Agenda and Annual Report

NORTH-WESTERN AND NORTH WALES

A meeting of the North-Western and North Wales District Committee was held in the town hall, Manchester, on Saturday, April 4, 1936, under the chairmanship of Mr. W. H. Whinnerah, of Manchester. Among those present were Mr. J. W. Singleton, vice-chairman, Mr. F. J. Willett, honorary secretary, Mr. J. D. Cannell, honorary treasurer, Mr. J. W. Wilkinson, ex-chairman of the district, and Mr. H. Corser, divisional secretary.

The following members of the National Executive Council also attended: Messrs. T. Freeman, C. A. W. Roberts, E. L. Riley, J. E. Gee, and Miss I. Stansfield.

At the commencement of the meeting Mr. Willett referred to the death of Mr. T. W. Milburn, of the Liverpool Branch, and a member of the District Committee for twelve years. It was decided that the honorary secretary should send a letter of sympathy to his widow, and the members stood in silence as a mark of respect to his memory.

In submitting correspondence from headquarters, the honorary secretary referred to a communication in regard to an error which appeared in the April issue of the LOCAL GOVERNMENT SERVICE regarding the adoption by the Oldham Corporation of the Superannuation Act of 1922. It was reported that the salary scales of the Lancashire and Cheshire Whitley Council had been adopted by the Oldham Corporation, but not the Superannuation Act. Mr. H. N. Smaufield, honorary secretary of the Oldham Branch, speaking on this matter, said:

"It is with very great regret that I have to confirm what Mr. Willett has said with regard to the superannuation scheme, but it is with extreme pleasure that I get up to express on behalf of our members in Oldham our very deep gratification for the help and assistance which the Association has given us during the last twelve months. I do not think I am going too far when I say that without that help and assistance we should not be in the very happy position we are in to-day. I do look upon it as a very happy duty to extend our thanks to Mr. Hill, the National Executive Council, and Mr. Corser, last but not least, who has piloted us through to a very successful conclusion. We in Oldham have done our quota, too, knowing the local position. We have taken a strong line, but headquarters, Mr. Hill, and Mr. Corser have co-operated with us, and together we have achieved what has for a long time appeared impossible."

Presentation to Mr. Wilkinson

At this stage of the proceedings the chairman referred to the retirement of Mr. J. W. Wilkinson from the office of chairman of the North-Western and North Wales District Committee, which position he had held for nine years. On behalf

of the District Committee, Mr. Whinnerah presented Mr. Wilkinson with a radio set, grandmother's clock, and a gold watch, as a token of appreciation of the valuable services Mr. Wilkinson had rendered to the district during his long term of office. Mr. Whinnerah mentioned that in connection with the Whitley Council, Mr. Wilkinson intended to carry on his position as chairman of that body on the staffs' side. There were many expressions of appreciation from various members of the committee.

In the course of his response, Mr. Wilkinson said:

"When I first took office the Lancashire and Cheshire Whitley Council had just been formed, and the Superannuation Act had just been placed on the Statute Book. To-day I can claim that the Lancashire and Cheshire Whitley Council is part of the local government machinery of this area, and that in no area, despite the economic blasts which have blown across it in the last few years, has the Superannuation Act been more universally adopted than in this, and I think the Whitley Council can take some credit for this state of affairs.

"Whilst I have now retired from the chairmanship of this committee, this is not my swan song. I have not yet retired from the Service, and I hope that there is still some assistance which I can give for the good of this district.

"During my period of office I have had occasion to visit most of the branches in the district, and have also come into contact, on behalf of the Association, with probably more than half of the local authorities in this area, and from that point of view I can say that Whitleyism is doing more for the Service than appears on the surface, because, above everything else, it has provided that means of contact between the officer and his employer which no other system can provide. I do think that the formation of a National Whitley Council for the Professional, Technical, and Administrative Services is likely to become an accomplished fact probably within the next six months, and when this has been accomplished I think we shall make a rapid stride forward to attain greater successes than we have done in the past.

"In conclusion, I must thank you all most sincerely for all your kindnesses to me."

Annual Conference Agenda

The agenda of the annual conference at Aberdeen was considered, and it was resolved that an amendment be tabled in regard to Rule 17, constitution and powers of regional committees (a), providing for proportional representation of district committees on regional committees on the basis of membership of the B. and O. Fund, on similar lines to representation on the N.E.C., but to provide a minimum of

four members of the district committee on each regional committee.

EAST MIDLAND

The District Committee met on April 4 at the County Rooms, Leicester. Mr. F. B. Matthews presided over a representative attendance.

The principal business was the consideration of the annual conference agenda and report.

Mr. Edwin Robins, assistant solicitor of the Leicester Corporation, was elected a vice-president of the District Committee.

The committee approved grants of £5 each to seven branches towards the cost of attending the annual conference.

The divisional secretary reported that the membership had increased from 4,873 in 1934, to 5,509 in 1935, and that new branches at Rushden and Sutton-in-Ashfield had since been formed. He also submitted a return showing the membership under each local authority in the area, and details of new salary scales adopted by the Gainsborough and Swadlincote Urban District Councils.

After the meeting the delegates were entertained to tea by the Leicester County Officers' Branch.

WEST MIDLAND

Mr. F. H. Harrod presided over a meeting of the District Committee held at the Town Hall, Wolverhampton, on April 4, to consider the annual conference agenda and report. There was a record attendance of delegates. The Mayor of Wolverhampton (Councillor J. Whittaker) extended a very hearty welcome to the members, and kindly attended the tea at the close of the meeting. The annual conference agenda and report was fully considered, and it was decided to submit several amendments to motions.

It was reported that the Warwickshire County Council Branch had been formed from April 1, and the chairman cordially welcomed the representatives of the branch.

The report of the divisional secretary indicated that the membership had increased from 4,659 in 1934, to 5,239 in 1935, and a statement of the membership under each authority in the district showed that the Association is thoroughly representative. The divisional secretary also reported that the Brierley Hill Urban District Council had adopted the 1922 Superannuation Act; that the Borough of Nuneaton had adopted the Lancashire and Cheshire Provincial Whitley Council scale of salaries; that the Brierley Hill Urban District Council had adopted a scale, and the Malvern Urban District Council approved an improved scale for juniors; and that the Minister of Health on appeal had fixed the compensation of an officer at £70 per annum as from October 1, 1934, although his council had refused to admit the claim.

At the close of the meeting the representatives were generously entertained to tea by the Wolverhampton Branch.

SOUTH-EASTERN

There was a large attendance of members at the quarterly meeting of the South-Eastern District Committee, held at Abingdon Street, Westminster, on April 4. In the absence of the chairman (Mr. A.

Webb), the vice-chairman (Mr. W. H. Routly) presided.

The committee agreed to accept a suggestion from the National Executive Council for a joint meeting between the District Committee and the Special Whitleyism Committee of the Council, and appointed a sub-committee for this purpose.

The presiding officer (Mr. F. A. Bristow) reported that the ballot to fill a casual vacancy on the council in the place of Mr. A. Webb resulted in the election of Mr. W. A. Shee. Mr. Shee was congratulated on his election, and in reply, stated that he had been successful in securing the appointment as public assistance officer for Gloucestershire, and would not, therefore, contest the seat at the forthcoming annual elections.

The honorary secretary (Mr. F. A. Bristow) gave a report of the conference of district representatives held in London on February 15, and impressed on the meeting the great value of these conferences as affording opportunities for co-operation between district committees. He moved that a previous resolution of the committee expressing its disapproval of such conferences be rescinded, which motion was agreed to.

Annual Conference

Much time was devoted to the annual report and agenda for the Aberdeen conference, and the following amendments were agreed to, viz:

1. The "Sir Homewood Crawford" Shield shall be awarded to the branch contributing the highest aggregate amount per head of Association membership exceeding

the average per head of Association membership for the whole country for the year stated below.

2. That Rule 30 of the rules and constitution of the Benevolent and Orphan Fund be deleted.

3. That as in the opinion of this conference the higher policy of the Association in educating public thought on local government questions is best directed by contributions to the independent public Press, paragraph 20 of the annual report—Purchase of Publications—be referred back to the National Executive Council for re-consideration.

4. That in view of the proposal contained in sub-paragraph (h), page 27, the final paragraph of Section 17 be referred back.

The fact that amendment (3) regarding "Purchase of Publications" was carried unanimously shows that the South-Eastern District Committee still adheres strongly to the position it took up on this subject last year.

Mr. W. A. N. Baker gave reports of the B. and O. Regional Committee, and the progress of the various sports competitions in the district.

Mr. F. Thomas (divisional secretary) gave a report on organisation.

The committee accepted on invitation to hold its next meeting at Hastings on July 4.

SOUTH WALES AND MONMOUTHSHIRE

There was a large attendance at a meeting held in the City Hall, Cardiff, on April 4. Mr. J. W. Clayton, vice-chair-

men, presided in the unfortunate absence, owing to illness, of Mr. A. J. Gould.

A recommendation of the executive committee to offer three scholarships of £4 each to the summer school at Aberystwyth was approved. The chairman, the vice-chairman, and the honorary secretary submitted a report on their meeting with the Service Conditions and Organisation Committee of the National Executive Council on February 29, and expressed appreciation of the sympathetic way in which they were received. The chairman made a statement on the report, and the deputation was heartily thanked for its services.

In his report, the divisional secretary submitted a statement which gave the membership under every authority in South Wales. This showed that organisation in the district was practically complete. He also reported that with the adoption of the Superannuation Act by the Cardiganshire County Council, the seven county councils in South Wales were now all covered by superannuation schemes; that on his application the Neath Rural District Council had restored cuts in the salaries of its four chief officers; that local solicitors employed by the Association had obtained an ex-gratia payment of twelve guineas for a member who had suffered an accident. The report on membership was referred to the executive committee for special consideration.

The main business of the meeting was to consider the annual conference agenda and report.

After the meeting, the delegates were generously entertained to tea by the Cardiff City Branch.

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ANNUAL CONFERENCE, 1936

STATEMENT OF AMENDMENTS TO CONFERENCE AGENDA

AGENDA ITEM No. 3

Amendment of Rules.

Agenda Item No. 3 (d). Notice of Motion No. 3 given by the National Executive Council. Amendment submitted by the Folkestone Branch Benevolent and Orphan Fund.

Rule 5 (a) (ii).

Delete the words "than 2/6 in any one year" and substitute therefor the words "per month than the contribution set out hereunder shall be a contributing member:

"Salary and Bonus. Contribution.
Not exceeding £52 p.a. ... 1d. per month

Exceeding £52, but not exceeding £120 p.a. ... 2d. "

Exceeding £120, but not exceeding £260 p.a. ... 3d. "

Exceeding £260, but not exceeding £350 p.a. ... 4d. "

Exceeding £350, but not exceeding £450 p.a. ... 5d. "

Exceeding £450 p.a. ... 6d. "

Retired member ... 1d. "

Agenda Item No. 3 (d). Notice of Motion No. 7 given by the National Executive Council. Amendment submitted by the Halifax and District Branch.

Substitute "£100" for "£150" on lines 3 and 5.

Agenda Item No. 3 (d). Notice of Motion No. 8 given by the National Executive Council. Amendment submitted by the North Western District Committee.

Rule 17—Constitution and Powers of Regional Committees:

(a) Four members of the District Committee,

at least one of whom must be a member of the council, and one additional member for each complete unit of 3,000 of the District Committee membership of the B. and O. Fund.

Agenda Item No. 3 (d). Notice of Motion No. 11 given by the National Executive Council. Amendment submitted by the South Eastern District Committee.

(a) The "Sir Homewood Crawford" Shield shall be awarded to the Branch contributing the highest aggregate amount per head of Association membership exceeding the average per head of Association membership for the whole country for the year stated below.

Agenda Item No. 3 (d). Notice of Motion No. 12 given by the National Executive Council. Amendment submitted by the South Eastern District Committee.

That Rule 30 of the rules and constitution of the Benevolent and Orphan Fund be deleted.

Agenda Item No. 3 (d). Notice of Motion No. 13 given by the Leicester Branch. Amendment submitted by the Scottish District Committee.

Delete the word "administration" occurring in the first line and insert after the word "expenses" occurring in said line the words "by members of the Management and of the Regional Committees."

Agenda Item No. 3 (d). Notice of Motion No. 14 given by the Salford Branch. Amendment submitted by the Croydon Branch.

That this Conference directs that the proportion

of the administration expenses of the General Fund shall not exceed 5 per cent of the income

derived from the subscriptions of Life Members, Annual Members, and Donations.

Agenda Item No. 3 (d). Notice of motion No. 15 given by the Billingham-on-Tees Branch. Amendment No. 1 submitted by the Isle of Ely Branch.

After the word "Fund" to insert the words

"and any past member of N.A.L.G.O. who was

not at the date of leaving the local government service."

Amendment No. 2 submitted by the Wills County Branch.

That no past member of N.A.L.G.O. who was

not also a member of the Benevolent and Orphan Fund may obtain treatment or benefit from such fund.

Agenda Item No. 3 (d). Notice of Motion No. 16 given by the South Wales and Monmouthshire District Committee. Amendment submitted by the Hants County Officers' Branch.

That the minimum subscription to the B. and O. Fund should be on a scale graduated according

to the present scale for the payments of sub-

scriptions, as follows:

Salary not exceeding £52 p.a., 1d. per month, or 1/- p.a.

Salary exceeding £52, but not exceeding £120 p.a., 1½d. per month, or 1½d. p.a.

Salary exceeding £120, but not exceeding £260 p.a., 2½d. per month, or 2½d. p.a.

Salary exceeding £260, but not exceeding £350 p.a., 3d. per month, or 3/- p.a.

Salary exceeding £350, but not exceeding £450 p.a., 4d. per month, or 4/- p.a.

Salary exceeding £450 p.a., 5d. per month, or 5/- p.a.

Agenda Item No. 3 (d). Notice of Motion No. 17 given by the Coventry Branch. Amendment submitted by the West Midland District Committee.

That the words "or the Association" be deleted in line one of Rule 3 (7).

Agenda Item No. 3 (d). Notices of Motion No. 6 given by the National Executive Council. Amendment submitted by the Metropolitan District Committee.

That the present constitution of the Management Committee and of the Regional Committees of the Fund be abolished; that the powers and duties of those Committees be transferred to the National Executive Council and the District Committees of the Association respectively; and that the rules be amended accordingly.

AGENDA ITEM No. 10

Compulsory Superannuation Bill.

N.B.—See paragraph 14 of the Annual Report.

Amendment submitted by the Halifax and District Branch.

That this Conference expresses its appreciation of the efforts of the N.E.C. to obtain superannuation for all members of N.A.L.G.O., urges the N.E.C. to continue their efforts and instructs them to endeavour to ensure that the contributions by the officers under any compulsory measure shall not exceed the contributions required under the 1922 Act.

Agenda Item No. 10 (b). Superannuation. Notice of Motion given by the Gwent Branch. Amendment submitted by the South Wales and Monmouthshire District Committee.

That this Conference expresses its keen appreciation of the efforts of the National Executive Council with reference to compulsory Superannuation, culminating in the declaration of the Government to introduce next session a compulsory measure of Superannuation for the Local Government Service, and asks the National Executive Council to continue their endeavours until the promised measure is placed on the Statute Book.

Agenda Item No. 10 (b). Superannuation. Notice of Motion given by the Norfolk Branch. Amendment No. 1 submitted by the Scottish District Committee.

That the words "during service" be inserted after the word "dying" occurring in the fourth line of said Notice of Motion.

Amendment No. 2 submitted by the Hants County Officers' Branch.

That the words "dying after retirement" be deleted and the words "and retired officers" substituted.

Salaries and Service Conditions.
N.B.—See paragraph 16 of the Annual Report.

Amendment submitted by the Metropolitan District Committee.

That this Conference is of opinion that the existing National Minimum Scales of Salaries approved by District Committees, by the National Executive Council and by Conference are not unattainable ideals, and instructs the National Executive Council to consider ways and means whereby the Scales can be brought into operation for all the Local Government officers concerned.

Complete System of Whitley Councils.
N.B.—See paragraph 17 of the Annual Report.

Amendment submitted by the South Eastern District Committee.

That in view of the proposal contained in sub-paragraph (h), page 27, the final paragraph of section 17 be referred back.

Purchase of Publications.
Amendment No. 1 submitted by the Eastern District Committee.

That the words "instructed to take such steps as may be necessary to implement this decision" be deleted and the following words substituted: "Inform the Conference what steps they propose to take to purchase any publication."

Amendment No. 2 submitted by the South Eastern District Committee.

That as in the opinion of this Conference the higher policy of the Association in educating public thought on Local Government questions is best directed by contributions to the independent Public Press, paragraph 20 of the Annual Report

—Purchase of Publications—be referred back to the National Executive Council for re-consideration.

Equal Pay for Equal Work.

Amendment submitted by the Altringham and District Branch.

That this Conference agree with the principle of equal pay for equal work for both men and women.

Five Day Working Week.

N.B.—See paragraph 23 of the Annual Report.

Amendment submitted by the Rotherham Branch.

That the National Executive Council be authorised to take into further consideration the question of a five day working week for the Local Government Service and to submit a report with regard to this proposal to the 1937 Annual Conference.

Standing Joint Committee.

Amendment submitted by the Manchester Branch.

That Sectional and Professional Associations may be admitted to membership of the Standing Joint Committee provided each organisation certifies 75 per cent of its members are also members of the National Association of Local Government Officers.

Branch Audit of Local Correspondents' Books.

N.B.—See paragraph 96 of the Annual Report.

Amendment submitted by the Stoke Newington Branch.

That in the opinion of this Conference the business of Branch Local Correspondents should not be deemed to be within the jurisdiction of Branch Executive Committees, and that Headquarters should accept responsibility for safeguarding the interests of members of sub-sections of the Association; and also that a sufficient check would be afforded if notices were sent from Headquarters to members who were apparently in arrear with their payments 15 days after they became due.

Hospital and Nursing Home Scheme. Table 111.

N.B.—See paragraph 145 of the Annual Report.

Amendment submitted by the South Wales and Monmouthshire District Committee.

That the Committee consider the question of including in the scheme parents of members where such parents reside with the members.

AGENDA ITEM No. 12

Better Organisation in Conjunction with Sectional Associations.

Amendment submitted by the West Midland District Committee.

That in the opinion of this Conference it is desirable that N.A.L.G.O. and the Sectional Associations of Local Government Officers should confer with a view to formulating a scheme to ensure closer working while maintaining the separate identity and status of the Sectional Associations.

AGENDA ITEM No. 13

Affiliation with the Trades Union Congress.

Amendment submitted by the Liverpool Branch.

That this Conference whilst appreciating the valuable service rendered to organised labour by the Trades Union Congress expresses the opinion that Local Government Officers, as servants of the public, should be members of an independent organisation, and that such organisation should not be associated with party Political activities.

AGENDA ITEM No. 14

Evening Meetings of Councils and Committees of Local Authorities.

Amendment No. 1 submitted by the Norwich Branch.

That the words "and instructs the National Executive Council to consider the matter and to take such steps as may be necessary to urge Local Authorities to hold all meetings during the daytime, wherever possible" be deleted.

Amendment No. 2 submitted by the Stoke Newington Branch.

That this Conference calls the attention of Local Authorities to the serious restriction of the opportunities of many Local Government Officers for education, rest, recreation and social activities, as a result of those Officers being required to attend evening meetings of Councils and Committees. That the National Executive Council be instructed to take steps to bring this matter to the notice of the Associations of Local Authorities, to obtain compensating leave for those Officers concerned, and to amend the model Conditions of Service accordingly.

AGENDA ITEM No. 19

Rule 52.—Constitution and Powers of District Committees.

Amendment submitted by the Halifax and District Branch.

Delete the words "and the District Hoa. Auditors" on line 4 of paragraph (a).

**NATIONAL ASSOCIATION
OF LOCAL
GOVERNMENT OFFICERS**

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HEADQUARTERS AND BRANCHES

The following circulars have been forwarded to branch officers from headquarters:

March 20

Circular No. 25/Log/1936.
(To each local correspondent of Logomia.)

(a) Regarding the valuation of the Life Assurance Fund and recommended bonus.

(b) Enclosing a copy of a circular referring to the bonus declaration for distribution in the branch, and setting out a form for repositioning further copies.

March 31

Circular No. 26/Con./1936.
(To each branch secretary.)

(a) Enclosing conference agendas and annual reports, equal to the number of branch representatives on the district committee, and stating that the balance of annual reports would be sent as soon as possible.

(b) Regarding voting in the election of the National Executive Council.

Circular No. 27/Con./1936.

(To members of the National Executive Council, the honorary officers of the Association, and representatives of district committees, branches, and sectional and professional organisations.)

(a) Convening the Annual Conference, 1936, and enclosing copies of agenda, annual report, Conference ticket, and golf, bowls, and tennis tournaments entry forms and hotel list.

(b) Stating that tickets of admission to the public session may be obtained on application.

(c) Regarding the appointment of substitute delegates.

(d) Regarding amendments to motions in conference agenda.

(e) Stating that a copy of the minutes of the proceedings of the Annual Conference, 1935, has been sent to each branch secretary.

April 23

Circular No. 28.
(To each local correspondent of the Provident Society.)

(a) Enclosing copies of the agenda for the Annual General Meeting of the Provident Society for each member in the branch.

(b) Enclosing a copy of the minutes of

proceedings of the Annual General Meeting, 1935, for the use of the branch representatives at this year's meeting.

CONFERENCE TRAVELLING

Persons travelling to the annual conference at Aberdeen at Whitsuntide will be able to use the summer tickets which the railway companies are continuing to issue between all principal points on any day, available for return on any day, within one calendar month, at the ordinary single fare and one-third for the double journey, fractions of 3d. reckoned as 3d. Minimum fares: First class, 2s. Third class, 2s. 6d.

Arrangements will be made through headquarters for the reservation of seats for those who will be travelling from London. A party of eight or more travelling together can have accommodation reserved for them free of charge on notification of their requirements to the local stationmaster a few days before travelling. Similar arrangements, no doubt, can be made with other railway companies. For individual passengers the charge for the reservation of one seat is 1s.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost-of-living index for the past six months: November, 47; December, 47; January, 47; February, 47; March, 46; April, 44. The percentage increases in each of the five groups on which the index figure is based are as follows:

	Feb.	Mar.	Apr.
Food	... 30	29	26
Rent	... 58	58	58
Clothing	... 90	90	90
Fuel and Light	... 75	75	80
Other Items	... 76	70	70

ABERDEEN CONFERENCE

Dates to Remember

May 2.—Counting of votes for N.E.C. commences in each district.

May 2.—Voting papers for honorary officers to be in hands of branch secretaries.

May 2.—Voting papers for venue of Annual Conference to be in hands of branch secretaries.

May 16.—Conference agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

May 16.—Voting papers for honorary officers to be returned to headquarters.

May 16.—Branches desiring to divide voting strength at Conference to notify headquarters of allocation.

May 16.—Voting papers for venue of Conference to be returned to headquarters.

May 30.—Whit Saturday. First day of Conference proceedings.

June 1.—Whit Monday (Bank Holiday). Second day of Conference proceedings.

ORDER FORM

"A CENTURY OF MUNICIPAL PROGRESS, 1835—1935"—Price £1 1 0

To the GENERAL SECRETARY, N.A.L.G.O.,
24 Abingdon Street,
Westminster, S.W.1.

Please send me.....copy(ies) of "A Century of Municipal Progress, 1835—1935" for which I am enclosing a remittance for £ : : :

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IMPORTANT DATES

May 21, 22, 23.—N.A.L.G.O. examinations.
May 31.—Branches to remit all moneys due to the Association to headquarters.

SAVE YOUR COPIES OF THE ANNUAL REPORT

Only an abridged copy of the annual report will be circulated to the members after the Conference, instead of the full report, less one of the indices, as was previously done. Copies of the full report have been sent to representatives appointed to attend Conference, and to each branch secretary a number corresponding to the number of representatives on the branch executive committee. Only 15,000 copies of the full report have been printed, and these should be carefully preserved for reference.

IMPORTANT

Representatives are particularly requested to assist the local Conference Council to complete its arrangements by filling in and returning the requisition form for tickets for the various events with the least possible delay.

N.A.L.G.O. SPORTS BADGE

£5 5s. Competition

The National Executive Council has decided to award a prize of £5 5s. to the member who submits the best design for a new sports badge for the Association. The opinion has been expressed from time to time that the present Discobolus design is not representative of N.A.L.G.O., and it is hoped that the competition will bring forth a lot of new ideas. The badge must be suitable for wearing on the pocket of a blazer.

Members can submit any number of entries, but each entry must have written on the back the name and address of the competitor, and should reach the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1, not later than Friday, June 12, 1936.

BEANO

Have you bought your copy of Beano, 1936, yet?

If not, please consult your Branch Secretary and obtain excellent value for your shilling.

Will Branch Secretaries be good enough to help the Local Conference Council by keeping them informed of the progress of sales and making prompt remittances? Thank you.

"... must imperatively be read by every local government officer, high or low, as the indispensable basis of his professional culture"—SIDNEY WEBB.

LOCAL GOVERNMENT SERVICE

Editorial Offices: 24, Abingdon Street, Westminster, London, S.W.1. Telephone: Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.

Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4., to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones: City 6686 and 6687. Telegrams: Darbiads, Cent, London.

CIRCULAR 1525

ON September 15, 1930, the Rt. Hon. Arthur Greenwood, then Minister of Health, appointed a departmental committee to inquire into and to make recommendations on the qualifications, recruitment, training, and promotion of local government officers. That committee included, as most local government committees do, representatives of the four local authorities' associations, and the London County Council. The committee spent three years and three months inquiring into the subject of its reference; it received evidence from every organisation and every individual who knew anything about the subject. It presented a unanimous report on January 10, 1934.

The committee made a number of recommendations which it believed would guarantee the recruitment of the right material to carry on with efficiency the local government system of the future. The report admitted a number of weaknesses in the present system, and it drew particular attention to the need of closing up certain gaps and strengthening the weak links in the chain.

The committee, as all committees of this nature do, "missed the boat" entirely as regards being essentially practical, but we have dealt with that point previously, and we don't wish to reiterate it. What it did recommend was undoubtedly useful. What is more, N.A.L.G.O., which represents the officers, has accepted the report, with one or two reservations, and it is anxious to play its part in attaining the objective of the committee.

A Poor Document

We have waited from January, 1934, until March 31, 1936, for something official to be done, and now we have received Circular 1525 from the Minister of Health, a copy of which is published in another column of this issue. The circular is a very poor document. "The principal recommendation of the committee," said the circular, "was directed to the establishment of a Standing Central Advisory Committee, representative of the associations of local authorities, but, unfortunately, while the London County Council and certain associations have endorsed this recommendation, it has not as yet proved possible to secure its acceptance by all the associations. In the absence of general agreement, and particularly of the support of the Association of Municipal Corporations, it seems better to suspend any steps in this direction for the present."

Somebody won't "play" after having agreed to the terms of the report and

the Ministry's circular clearly indicates a want of courage to set up a committee composed of those who will "play." It is not enough to assume that a considerable number of the recommendations contained in the report have received a large measure of support by local authorities, and to trust, as the Minister does, that "all local authorities will give careful consideration to the issues raised." The past record of the interest taken in the question of recruitment and training of local government officers by the local authorities' associations is not very comforting, although "excellent work has been done by individual local authorities."

Good Work Lost

We have got to face up to the fact that whilst the national importance of the work of local authorities is uniformly distributed, the basic conditions governing the lives of those who choose the service as a career are not uniform. The excellent work done by individual local authorities is admittedly lost "through the lack of machinery for passing on the results to other local authorities." The circular frankly admits that "the appointment and training of local government officers is the responsibility of local authorities themselves," and the "Hadow" report goes no further than to state: "We contemplate that the (Central) Committee should ordinarily act in a purely advisory capacity, except so far as they may be used as agents by

authorities." Then what in the name of progress is the Minister afraid of?

Lack of Understanding

An advisory committee of a few believers will be far more useful than no committee at all. That committee is the crux of the whole report, and it is no contribution to the problem for the Ministry to spread itself in the circular in the "recommendation" relating to the recruitment of University candidates to the local government service." Let us be quite frank with ourselves on this issue. Whilst the local government service is organised on its present basis, there is very little room for the University graduate to come into the service unless he is equipped with a professional or technical qualification. This doubly qualified person is already being admitted and welcomed into the service in increasing numbers, but the report and the circular both visualise a different person. They are thinking in terms of general administration, and neither the scope in the plan of organisation nor the remuneration of those who are generally called "administrative" is attractive enough to the man who graduates at a University before entering the service.

The report shows its lack of understanding of the local government service, when it places so much emphasis on this University graduate business, but the Ministry ought to know better. If all concerned would get down to the real business of training the material which is already in the local government service, and by giving greater and better facilities for those who are willing and anxious to develop their experience by taking University courses and degrees, they will be making a very real contribution.

COST OF LIVING

ON another page of this issue we publish a statement made by the Minister of Labour regarding the revision of the cost-of-living index. This is welcome news, particularly as the question is to be investigated by a special committee, which we anticipate will, in common with its predecessors, receive and hear evidence from societies and individuals who are anxious to say something on the subject. We regard this as a step forward in the direction of ensuring that local government officers' salaries will be related to a national standard rather than to the constantly changing barometer of local economic and business conditions, for although the salaries of the majority of our members do not fluctuate with the cost-of-living index figures, an up-to-date index will provide a good starting point in the extension to all local government officers of reasonable and adequate salary scales.

THE spring meeting of the Scottish District Committee was held at Glasgow on April 4, when there was a large attendance. Mr. A. G. M. Archibald presided.

The first matter raised was that of eligibility for membership, Mr. Donaldson objecting to a recommendation of the executive so far as it concerned asylum attendants and nurses. It was agreed that this question of eligibility be continued until next meeting by which time the branches would have in their hands the list which had been before the executive, and was being sent to branches for their consideration.

Another item which caused discussion was the question of the guest house for Scotland. The executive committee minute stated that Ayr seemed the most suitable place for such an establishment. The chairman explained that, apart from the actual locality, the National Executive was considering the financial prospects, and that this matter would be discussed in London at an early date.

With regard to Whitley Councils, Mr. Mortimer explained the up-to-date position. It was that the Convention of Burghs and the Association of the Counties of the Cities had each appointed their four representatives, but that the executive of the County Councils' Association had decided to consult the various county councils before taking any action. The ministry of Labour, however, had written to the County Councils' Association pointing out the seriousness of delay and asking for an early decision. It was likely, therefore, that the matter would be discussed at the annual meeting of the Association, to be held on April 23.

A minute of the Law and Parliamentary Committee was submitted by Mr. H. D. Ferguson, in the absence of the convener.

The minute showed that an application had been made by Kirkcudbright Branch towards the expenses of two of their members in defending a criminal charge of which charge they had been found "Not Guilty." The members concerned retained the confidence of the county council and the committee, after consideration of all the circumstances, recommended that contributions towards payment of expenses be made. After some discussion it was agreed to approve of the committee's recommendation and to pass it on to headquarters.

The committee had also had under consideration the question of a branch taking legal proceedings for the recovery of subscriptions allowed to go into arrear. Was it advisable to make the defaulters meet their honourable obligations? The question was one for each branch to decide, but the committee was of opinion that court actions generally did more harm than good. A discussion on this recommendation ensued, but the general feeling of the meeting favoured the recommendation.

Mr. Duncan Galbraith submitted a report of the propaganda sub-committee, and in doing so referred to a successful meeting recently held in Perth, and to other meetings contemplated in the near future.

Mr. John Campbell submitted the report of the education committee.

He stated that the syllabus for the summer school had now been sent to

Scottish Notes

Superannuation Progress

branches, and it showed what excellent fare was being provided. He particularly drew attention to the lectures by Sir Andrew Grierson, ex-town clerk of Edinburgh, on the administration of the public health services. It was expected that shortly before these lectures were delivered the report of the Scottish Health Services Committee would be published. His committee recommended that, in view of the importance of these lectures, local authorities should be invited to send representatives to the school. This was agreed to.

Mr. Brodie submitted a report of the sports committee, and stated that the inter-branch sports tournament was being arranged for Saturday, September 12, at Bridge of Allan and Dunblane, and that particulars would be forwarded to branches in due course. Meantime, he asked members to reserve the date.

The chairman made a statement regarding the promise given by the Ministry of Health that a Compulsory Superannuation Bill would be introduced next Session, and he expressed appreciation of headquarters' attitude that Scotland be included in the proposed measure.

The conference agenda was gone over, and instructions were given to our representatives on several items. It was also decided to send two amendments—one suggesting that certain expenses incurred in the administration of the B. and O. Fund be paid out of the general funds, and the other, dealing with pensions to widows of members dying while still in the service.

It was agreed that Dr. J. Macdonald Ross, medical officer for Wigtownshire, be appointed one of our representatives to the conference in room of Mr. Miller, who is unable to attend.

It was decided to hold the next meeting in Edinburgh, on September 19.

Superannuation Schemes

Within the past month good progress has been made with the establishment of superannuation schemes. Dundee Corporation, as we anticipated in our last issue, has now adopted a superannuation scheme, which is to come into operation on May 15. At the same time, it passed a resolution giving 1/80th for each year of non-contributory service, and that cases of particular hardship be considered by the Lord Provost's committee and treated on their merits. It has also passed a resolution regarding the period of service, and how that service may be extended after the "appointed day." Employees 70 years of age and over are to have three months' extension; those 67 to 70 get six months; and those 64 to 67, twelve months. It is, of course, understood that these several extensions are without prejudice to the right of any of the said officers or servants to terminate such service or employment at any time on giving timely notice. Ayr County Council and Falkirk Town Council have also passed schemes which come into operation on May 15. Renfrewshire County Council

scheme will operate as from November next. Rothesay Town Council and Bute County Council are obtaining an actuarial report; so also is Rutherglen Town Council. An actuarial report has been forwarded to Motherwell Town Council, but no decision has yet been reached. The Association has made application to Hamilton Town Council to adopt a scheme. We are also asking the Council to adopt graded scales of salary.

Lanarkshire

Following an interview which Mr. Hill and Mr. Mortimer had with the Salaries and Wages Committee of the County Council regarding the new grading scheme, the council has decided to appoint something in the nature of a joint committee. Three members of the branch, along with Mr. Mortimer, are to meet this committee shortly.

Dundee Branch

At the half-yearly general meeting of the branch, held on April 9, a presentation was made to Mr. R. McGill, the chairman of the branch, in recognition of his good work in connection with superannuation. Mr. J. B. Thomson, city collector, in handing over the gift, which consisted of a complete set of Sir J. M. Barrie's Works, made eulogistic reference to the thoroughness with which Mr. McGill had gone into the subject and to the fine tact and courtesy he had displayed in dealing both with the representatives of the council, and of the interested workmen's unions.

Scottish Summer School

We would again draw attention to the dates of the Scottish summer school, and ask all those who intend to be present to send in their enrolment forms as soon as possible, and in any event before June 3. The school begins on Saturday, June 20, when the inaugural dinner will take place at 6.30 p.m. It is anticipated that a much larger number will be in attendance this year, and there may be some difficulty in finding accommodation at St. Salvator's Hall. Those interested can obtain the syllabus from their branch secretary or education correspondent, or from Mr. J. M. Mortimer, 135, Wellington Street, Glasgow, the secretary to the school.

J. E. Highton Essay Competition

Intending entrants for this essay competition are reminded that the last date for receiving entries is June 3. The rules for the essay Competition are contained in the syllabus for the summer school. It may be well, however, to give the subjects from which the candidates may choose. They are as follows:

1. Local government is not the result of any preconceived plan, but the result of the adaptation of administration to varying needs. Discuss this statement and outline the possibility of a planned system of local government.

2. Discuss the incidence of local rates so far as it affects (a) the ratepayer, (b) industry. What modifications would you suggest, if any, in the present system of local taxation?

3. Discuss the problems of local government which arise from the existence of depressed areas.

Nalgo Building Society

A New Service to Borrowers

There are 3,000 members of N.A.L.G.O. who are purchasing their houses through the Nalgo Building Society. The mortgages total nearly £2,000,000. All of these mortgages have been granted during the last three and a half years, as the society was not formed until August, 1932. From inception it has been the aim of the society to provide members of the Association with the best possible service to enable them to purchase houses. Early in 1935 it was found possible to reduce the rate of interest from 5% to 4½%, but unlike other societies, this ½% reduction was granted to existing and new borrowers alike. In addition, no power has been retained in the mortgage deed to increase the rate of interest should the Bank Rate rise above a certain level, which will be found in many mortgages being issued to-day. This year the society has announced a further reduction for borrowers, viz.: commencing from December 31, 1936, the rate of interest will be reduced to 4¼% as from January 1 following the date on which the principal sum outstanding is less than two-thirds of the value of a property. This reduction has been made in order to place borrowers who receive loans at 4½% on the same basis as those who do not borrow more than two-thirds of the value at the outset, and as a result are charged only 5% throughout the whole term of the mortgage. Another reduction is also being made. At present an additional ¼% interest is charged for mortgages on property not in the occupation of a borrower. This extra charge will cease to be made as from the end of this year, and will apply to existing and new mortgages. All of these reductions have been made without making any reduction in the rates of interest given to shareholders and depositors.

Readers of this article will realise that the society is anxious to give the very best facilities to members. This is possible because the whole scheme is run on the mutual principle. Administration expenses are low owing to the vast amount of honorary service rendered by the Local Correspondents, and the absence of expensive branch establishments. Every possible service and assistance is given from headquarters to members about to embark upon an important venture of house purchase. Far deeper and personal interest is taken in each transaction than ordinarily exists between mortgagor and mortgagee. The result is that the Nalgo Building Society is rapidly becoming the "approved" society for all members of N.A.L.G.O.

New Service

Many individuals hesitate to purchase a house because of the feeling of being "tied" to it. They prefer to go on paying out year in and year out to preserve that feeling of freedom which is so dear to them. The fact that they buy the house for the landlord is overlooked. Now, in addition to helping a member to purchase a house, the society is going to help him sell or let it. Circumstances are constantly arising

amongst the society's growing army of borrowers which necessitate some of them moving. The family outgrows the accommodation, a change of elevation is needed for health reasons, promotion comes along, and a more pretentious home is warranted, or a position is obtained in another area which is the most common cause. The mortgage is no obstacle to selling, as the society will release the deeds of the property on receiving the amount still remaining unpaid. A borrower can repay the whole or part of the mortgage at any time. There are no redemption fees. The biggest problem is finding the buyer, and this is where the society will assist a member to dispose of his house to another member of N.A.L.G.O.

- (a) The columns of this journal will be placed at the disposal of any member who desires to sell (or let) a house mortgaged to the society, and an advertisement will be inserted free of charge. If space permits, a second insertion will be given, if required. The society will desire to remodel the advertisement if it is deemed necessary. The name of the member and the address of the property can be inserted, or replies can be addressed to headquarters by means of a Box number. All advertisements must be received by the 15th of each month. If the advertisement produces a buyer, it will be seen that the payment of agent's commission for selling will be avoided.
- (b) From the purchaser's standpoint, he will be purchasing a house which has been passed by the society's surveyor, and, except in special circumstances, no survey fee will be payable for another inspection. He will also be fortified with the knowledge that he is purchasing a house, the title of which has been fully investigated and approved by the society's solicitor. As a further inducement, and provided the purchaser, who must be a member or the wife of a member of N.A.L.G.O., desires to continue the mortgage with the society, and the society's solicitor acts throughout the transaction, the society will be prepared to make a contribution towards the purchaser's legal expenses. Taking the case of a property being purchased for a sum exceeding £500, the society's contribution would be £7 7s., and in addition the member would not be charged the usual survey fee of £2 2s.

The following advertisements are the first to be received for free insertion under this new service:

HUTTON (Essex).—Modern brick-built bungalow. Half-hour train journey from Liverpool Street. Four rooms, bathroom and scullery. Gas and electric light. Recently redecorated. Plot 34 ft. by 145 ft. Garage space.

Price £500 freehold. View by appointment at "Vladimir," Mount Pleasant Avenue, Hutton, near Brentwood.

NOTE.—The Nalgo Building Society will advance up to £500 on this bungalow, repayable over 20 years. Mortgage repayment and rates approx. 19s. per week.

BARNEHURST (Kent).—Frequent train service to London, close to station, overlooking golf links. Freehold. Semi-detached. 3 bedrooms, 2 reception, kitchen, bath, etc. Plot 30 ft. by 135 ft. Road charges paid. Price £550. Apply Box No. HPB1, c/o 24, Abingdon Street, Westminster, S.W.1.

NOTE.—The Nalgo Building Society will advance up to £550 on this house, repayable over 20 years. Mortgage repayment and rates approx. 21/- per week.

DARTFORD (Kent).—Semi-detached Freehold Residence in nice surroundings, close to main road. 3 bedrooms, 2 reception, kitchen, bath, etc. Built 1933. No road charges. Immediate possession. Price £500. Apply Box No. HPB2, c/o 24, Abingdon Street, Westminster, S.W.1.

NOTE.—The Nalgo Building Society will advance up to £500 on this house, repayable over 20 years. Mortgage repayment and rates approx. 19/- per week.

EWELL (Surrey).—Detached Brick-built Bungalow. Pleasantly situated in good residential area. Plot 34 ft. by 200 ft. 3 rooms, kitchen, bathroom, etc. Garage. Built 1932. No road charges. Price £725 or near offer. View by appointment at 32, Manor Drive, Ewell Court, Ewell.

NOTE.—The Nalgo Building Society will advance up to £725 on this property, repayable over 20 years. Mortgage repayment and rates approx. 26/- per week.

SUPERANNUATION IN IRELAND

The Minister for Local Government and Public Health in the Irish Free State recently intimated to all local authorities that in his view the normal procedure should entail the compulsory retirement of local officers at the age of sixty-five. He has suggested to these authorities that, where that age has already been reached and there is no obvious loss of efficiency by reason of physical or mental impairment, or other cause, a period of six months might be allowed to elapse before an officer is required to relinquish his duties. A period of grace would also be allowed, subject to the same condition, to officers who will reach sixty-five within the next six months.

Local authorities have also been informed that for certain classes (e.g., mental hospital nurses and fire brigade), the fixing of an age of retirement earlier than sixty-five would be desirable. It was suggested that sixty would be the appropriate age in such cases.

As a rule, a permanent officer who devotes the whole of his time to the service of one or more local bodies in the Irish Free State is pensionable at the age of sixty-five if he has served for twenty-five years, or if, after ten years' service, he resigns owing to permanent infirmity, or is removed for a cause other than misconduct or incapacity. If an officer is aggrieved by the neglect or refusal of the local authority to grant him a pension, or with the amount of a pension granted, there is a right of appeal to the Minister, who may award the pension which, in his opinion, should have been granted.

Bridge Forum

By NEVILLE HOBSON

CHEATING AT BRIDGE

THE title of this article is taken from some notes which appear in the "Bridge Magazine" for March. Incidentally, I can strongly recommend this excellent journal, and there is no doubt as to the improvement both in bidding and play of the cards which its regular perusal can effect. The Editor is Mr. A. E. Manning-Foster, one of the greatest authorities on Bridge to-day, and the magazine is published at 22, Charing Cross Road, W.C.2, on the first day of each month at an annual subscription of £2s. post free. Now to my task!

Cheating. As Mr. Manning-Foster writes: "This is an unsavoury subject which I would like to ignore." I share his view, however, that it is impossible to do so, and there can be no question as to the ease with which cheating can enter into Bridge—particularly Contract. Long before the days of Contract, however, the habit of indulging in facial expressions and verbal intonations, giving volumes of information, was thoroughly established, and this will doubtless continue throughout the ages.

In Auction this kind of thing did not appear to be quite so serious as in the case of Contract, and there is a certain type of so-called "psychic" bid which is open to very grave objections.

Psychic Bids. A bid of this nature does not offend any vital principle of honour or fairness, so long as the player indulging in it takes all the incidental risks, including that of deceiving his or her own partner. A few months ago I was playing against two good, but somewhat stodgy, players in a match, when I thought I would put a spoke in their wheel by bidding one No Trump over a suit bid on my right—following a pass by my partner. I certainly had a cover in that suit, but my only other cards of value were a Queen and Knave, and I hoped it would create difficulties for the opposition, who were vulnerable.

It certainly bothered the opponent on my left, who said very reluctantly "No Bid," but my partner had had a hand which had been nearly good enough to open on, and bid 3 Hearts, having 6 to the Queen. This was promptly doubled on my right, and we eventually went down 5 tricks, and the only satisfaction I had was the knowledge that this irresponsible bidding of the psychic genus had respected the principles of fairness to such an extent that—so far from there being any understanding between my partner and me—he was the one to be mainly prejudiced by it.

So long as occasional flutters of this kind are indulged in by players who are prepared to pay the price, they can add their quota to the atmosphere of cheery variety which has much to commend it. Indeed, a judicious bluff bid, when not vulnerable, can save many a slam. I have, however, been interested in recent years in certain features of risky bids of this type in matches against pairs who play a great deal together.

Regular Pairings. It is still a mystery to me as to the extent to which some pairs

who usually play together in duplicate and other matches can indulge in "poker" bids without mishap, and certain partnerships can be found which are able to intervene with most disconcerting bids to the opposition without ever creating any serious trouble for themselves, and the question arises as to how this is done.

I use the word "mystery," as I am reluctant to think that any definite understanding has been come to beforehand between such players as to whether the bid is of the bluff variety or not. Personally, I feel that, to this extent, Contract match play is still very clean, but there can be little doubt that certain players develop subtle but indicative mannerisms which just warn their partner of the real nature of the psychic bid. It may be the slight difference in inflection, or a variation of the speed at which the bid is made, and I am not alleging that the variation is made with the express object of giving vital information, but—whatever the explanation may be—this is an indirect form of cheating.

This article appears to call for a concluding moral or appeal, and I therefore urge my readers to consider carefully whether they do not, quite unintentionally, adopt methods from time to time which—in a game calling for consistent secrecy—constitute a serious violation of the standards of absolute fairness. It would clearly be most improper for a player to make a bid and then observe to his or her partner: "This is only a try on," "Don't take any notice of this," "For heaven's sake, stop bidding, or we shall be doubled," or anything of that kind; and yet how easy it is to indicate the self-same thing by a particular inflection of the voice or a special type of smile—full of meaning, and warning, to one's regular partner. This is worth thinking over.

CIRCULAR 1525

On March 31, 1936, the following Circular, No. 1525, was issued by the Ministry of Health to all local authorities in England and Wales on the subject of the "Hadow" Report. The Circular was signed by Mr. H. W. S. Francis, Director of the Local Government Division of the Ministry:

"Sir,
Departmental Committee on Local
Government Officers.

1. I am directed by the Minister of Health to invite the attention of the Council to the report made in 1934 by the Committee appointed under the Chairmanship of Sir Henry Hadow to inquire into and make recommendations on the qualifications, recruitment, training, and promotion of Local Government Officers. Since the issue of the report discussion of the recommendations made (which are set out in Appendix I to this Circular) has been proceeding with the Associations of Local Authorities and with other interested bodies.

2. The principal recommendation of the Committee was directed to the establishment of a Standing Central Advisory Committee representative of the Associations of Local Authorities. On this recommendation the Committee observe:

"157. Importance attached to recommendation.—The establishment of a central advisory committee is the chief of our recommendations. The more far-reaching of our proposals are closely bound up with

it, and we feel that substantial progress depends on the setting up of such a body. Quite apart from individual recommendations, we regard the absence of a central organisation as one of the most serious defects in the existing system. It is absurdly wasteful that there should be no one body empowered to supply information regarding entry to the local government service, no one body to which suggestions, representations, criticisms can be made. Representatives of schools and Universities have told us that they have known able young men who might have done well in local government, but who have been diverted to other channels simply because they did not know how to enter the service of local authorities. Nor is this all. Excellent work has been done by individual local authorities in the recruitment and training of their officers, but the value of this work is dispersed through the lack of machinery for passing on the results to other local authorities. A central service of informed advice would be invaluable. Local authorities would find it useful to compare the practice of the civil service, of large business firms, of other countries, in the management of staff, and this would naturally be done by a central committee. We have no hesitation in saying that a central advisory body would provide one of the most effective means of securing an improved service."

"158. Functions and constitution of the committee.—We contemplate that the committee should ordinarily act in a purely advisory capacity, except so far as they may be used as agents by authorities."

3. Unfortunately, while the London County Council and certain Associations have endorsed this recommendation, it has not as yet proved possible to secure its acceptance by all the Associations. In the absence of general agreement, and particularly of the support of the Association of Municipal Corporations, it seems better to suspend any steps in this direction for the present. It has, however, become clear, in the correspondence and discussions which have taken place, that there is widespread, and in some cases unanimous, support for the recommendations of the Committee.

4. Many of these recommendations have, in fact, already been accepted by local authorities for their own guidance. In particular, recommendations 1, 2, 3, 4, and 24, which relate to matters covered by the model standing orders issued by the Minister on December 31, 1934, for the guidance of local authorities, are applied in many areas as the result of the adoption of standing orders substantially following the model.

5. Other recommendations which have received a large measure of support are those numbered 5, 6, 7, 12, 13, 15, 16, 17, 18, 21, and 22, and the Minister trusts that all local authorities will give careful consideration to the issues raised. He feels that only special and unusual circumstances would justify a local authority in disregarding these recommendations.

6. I am to draw special attention to recommendation 11, which relates to the recruitment of University candidates to the local government service. The Minister entirely concurs with the view of the Committee that a service so large and so far-reaching as the local government service has now become loses a source of strength when, on the one hand, its possibilities are not brought to the notice of young men in their last years at the University, and, on the other, the system of recruitment generally adopted penalises in practice though not in theory candidates of this class. He realises that while the establishment of a Central Advisory Committee remains in abeyance it may sometimes be difficult to bring suitable vacancies in the service to the knowledge of these possible candidates.

(Continued on page 509.)

Whitley Councils

Progress in the North-East

APPROXIMATELY 100 representatives of local authorities in Northumberland, Durham, and the Cleveland district of Yorkshire assembled in the Newcastle Council Chamber on April 17, in response to invitations sent out by the Lord Mayor of the city (Alderman William Locke), the object of the meeting being to consider the question of forming a Provincial Joint Council.

The functions of a Provincial Council include the consideration of the conditions of service of the administrative, technical, and clerical staffs of the local authorities in its area, and various other matters.

The Lord Mayor, welcoming the delegates, remarked that their number justified his action in arranging this meeting. Whitley Councils, he remarked, had been a great success in many parts of the country.

The Lord Mayor having been unanimously elected chairman, Alderman G. Titt (ex-Lord Mayor of Manchester) said the principles of the Whitley Council were as applicable to Northumberland and Durham as they were to any county or counties in the country.

Having been associated with the Whitley Council ever since its inception, he maintained that there was nothing superior to it for dealing with problems concerning local government.

In Lancashire and Cheshire, as well as in other areas, municipal services ran much more smoothly than they could have done without Whitleyism, and if they in the North-East decided to adopt the principle, they would say in years to come that it had been the finest piece of work they had ever been engaged in.

After discussion, the following resolution was carried by 52 votes to 32:

"That this conference approves of the principles of the Provincial Council for the administration of the technical and clerical services of local authorities in the counties of Northumberland and Durham and the Cleveland district of Yorkshire, and recommends local authorities to co-operate in establishing a Provincial Council for these services."

A committee of twelve was appointed to prepare a constitution and submit it to a future meeting.

P.A. Discussion.

Whitley Councils were the subject of discussion at the Northern Winter Conference of the Institute of Public Administration at Buxton, at the end of February.

Alderman William Walker,

ex-Lord Mayor of Manchester and chairman of the conference, responded.

"Local authorities' offices are in general dingy, depressing, and overcrowded," said Mr. T. S. Simey, of Liverpool University, in the course of an address.

"The modernisation of furniture and equipment, and the introduction of up-to-date colour schemes and systems of lighting, would no doubt greatly increase the efficiency of the staffs."

A Bright Future

Mr. Simey was opening a discussion on "Whitleyism in the Local Government Service," and he suggested that these questions of health and amenities should be dealt with by the provincial councils, which he described as "the centre of gravity of the whole system," adding that "the ill-fated attempt of the defunct National Council to lay down national scales of pay, etc., was a primary cause of its untimely end."

"If one looks to the future of the administrative staffs in the local government service," continued Mr. Simey, "the only cause for optimism is the gradual development of the science of personnel administration through the medium of the provincial Whitley councils. No matter how they may be ignored nationally, still they are getting on with the job, and are felt locally to be valuable bodies. The Lancashire and Cheshire Council, for

instance, is deeply rooted in the life of the locality.

"If the Whitley Councils are actively worked, the future is very bright indeed, because local government staffs are imbued with an intense desire to perfect the machine of local government in the interests of humanity at large."

Mr. S. Larkin, City Treasurer of Coventry, said the weakness of Whitleyism was that the employers' side was greatly over-weighted by the trade union side in the matter of experience and knowledge.

Uniformity

Alderman W. Walker (Manchester), who presided, said he did not agree with Mr. Simey that it was impossible for a national body to secure uniformity. In respect of rates of pay and classes and grades of labour, that uniformity had been secured in the electricity supply industry by the National Joint Industrial Council and the National Joint Board, of both of which he (Alderman Walker) was chairman. Nor did he agree with Mr. Larkin that the employers' side were "a set of holy innocents." "Ask any trade unionist in the electricity supply industry," he said, "and he will tell you they know a thundering sight too much. (Laughter.) They know that if they haven't a sound scheme it is no good 'trying it on,' but that if they have, it will be thoroughly reviewed."

Mr. Simey, replying, said he was prepared to admit to Alderman Walker that he had overestimated the difficulty of establishing national scales of payment. "But," he added, "there is a high degree of centralisation in the electricity industry already, and the work is similar all over the country. The further you get from the trading services, the more difficult it is to establish uniform rates of payment."



"Alas! regardless of their doom
The little victims play.
But Nalgo builds with foresight wise,
Its numbers grow each day."

(With acknowledgments to "The Civic" —
the official journal of the Glasgow Branch)

Mr. T. Fathers, Kent C.C., to Education Architect's Department, Oxford.
 Mr. H. Thorneley, Cheltenham, to Architectural Assistant, Sutton and Cheam.
 Mr. H. S. Wood, Reigate, to Engineering Assistant, East Sussex.
 Mr. S. T. Owen, Portsmouth, to Town Planning Assistant, Bexley Heath U.D.C.
 Mr. T. F. Broughton, Keighley, to Engineering Assistant, Wakefield C.B.
 Mr. N. F. E. Browning, Castleford, to Rating Officer, Sheppen R.D.C.
 Mr. H. D. Clark, Darlington, to Deputy Town Clerk, Islington B.
 Mr. and Mrs. Davidson, Newcastle, to the Remand Home, Mosely Road, Birmingham C.B.
 Mr. J. W. Fenton, Darlington, to Surveying Assistant, Seaton Burn U.D.C.
 Mr. J. Fuller, Darlington, to Treasurer's Department, Somerset C.C.
 Mr. F. H. Heaven, Huddersfield, to Education Architect, Walthamstow.
 Mr. Harold Haigh, Dewsbury, to Relieving Officer, Rotherham C.B.
 Mr. H. Jones, North Riding of Yorkshire C.C., to Porter at Retford Institution, Notts C.C.
 Miss C. Ledger, Harrogate, to Cafe Manageress, Leamington B.
 Mr. I. M. Nicholson, Keighley, to Engineering Assistant, Coseley U.D.C.
 Mr. G. V. Penn, Darlington, to Sanitary Inspector, Leicester.
 Mr. E. S. Rickards, North Riding of Yorkshire C.C., to Assistant Solicitor, Somerset C.C.
 Miss Ellen Robson, South Shields, to Staff Nurse, Lindsey C.C. (Branston, Lincolnshire).
 Mr. J. R. Robson, South Shields, to Clerk, P.A. Department, Birmingham.
 Mr. W. L. Thompson, Batley, to Sanitary Inspector, West Bridgford.
 Mr. R. W. Weir, Junior, South Shields, to Architectural Assistant, West Hartlepool.
 Mr. R. E. Hunter, Thorne, to Accountant, Hailsham R.D.C.
 Mr. H. B. Nicholson, Sunderland, to Surveyor, Stockport.
 Mr. Moseley, Dudley, to Derbyshire C.C.
 Miss A. E. Gardner, Birmingham (Erdington House) to Cannock Institution, Staffordshire.
 Mr. F. J. Birkbeck, Derbyshire, to Director of Education, Lindsey.
 Mr. R. Upstone, Malvern, to Sanitary Inspector, Fordingbridge R.D.C.
 Mr. T. A. Brown, Wolverhampton, to Assistant Vocational Guidance Officer, Dartford, Kent C.C.
 Mr. A. Bannister, Leicestershire, to Master, Wellingborough Institution, Northants C.C.
 Mr. B. Aikens, Hereford City, to Shorthand-Typist, Erith U.D.C.
 Mr. T. Bradley, Leicester, to Chippenham Institution, Wilts C.C.
 Miss R. Walch, Staffs C.C., to Health Visitor, Derbyshire C.C.
 Mr. T. Rae, Derby, to Housing Manager, Walsall.
 Mr. H. G. Wheway, Burton-upon-Trent, to Committee Clerk, Peterborough.
 Mr. V. Whitehead, Denbighshire C.C., to Draughtsman, Liverpool C.B.
 Mr. E. Armon, Heywood, to Technical Assistant, Soothill U.D.C.
 Mr. W. Ward, Huddersfield Dis., to Northwich U.D.C.
 Mr. F. Sharpe, Middleton, to Deputy Borough Accountant, Aberystwyth B.C.
 Mr. T. C. Baxter, Widnes and Dis., to Accountancy Assistant, Hyde B.C.
 Mr. H. B. Nicholson, Sunderland, to Surveyor, Stockport.
 Mr. J. Walmsley, Wigan, to Engineer and Surveyor, Newton-in-Makerfield.
 Mr. E. C. Wilson, Wigan, to Inspector of Weights and Measures, Newcastle-upon-Tyne.
 Mr. W. Ashworth, Birkenhead, to Surveyor's Department, Bootle C.B.
 Mr. J. A. Buck, Waterloo and Dis., to Engineering Assistant, Liverpool C.B.
 Mr. J. C. Veale, Wallasey, to Surveying Assistant, Manchester C.B.
 Mr. H. Bingham, Southport, to Relieving Officer, Rotherham.

Movement of Members

Mr. W. Leslie Dacey, Cardiff, to Deputy Clerk of the Flints, C.C.
 Mr. A. J. Griffiths, Cardiff, to Assistant Librarian, Leeds.
 Mr. S. R. Geeson, Gainsborough, to Assistant, Finance Department, Spalding U.D.C.
 Mr. D. J. Holmes, Gainsborough, to Town Planning Assistant, Lincoln.
 Mr. A. R. Bromley, Carmarthen, to Assistant Engineer, Hereford C.C.
 Mr. R. Ashley, Market Harborough, to Master's Clerk, Shoreham Institution, E. Sussex.
 Mr. R. Hood-Williams, Swansea, to Deputy Borough Treasurer, Port Talbot.
 Mr. Wm. Balson, Kidsgrove, to Accountant, Worsley U.D.C.
 Mr. D. S. G. Biddulph, Salop, to Architectural Assistant, Cornwall C.C.
 Miss C. V. Bailey, Coventry, to School Nurse, Bexhill.
 Mr. T. W. Beresford, Coventry, to Sanitary Inspector, Leicester.
 Mr. A. Clifford, Newcastle-under-Lyme, to Treasurer, Richmond (Yorks).
 Mr. T. G. B. Morris, Shrewsbury, to Solihull U.D.C.
 Mr. F. W. I. Whitehouse, to Sanitary Inspector, Wolverhampton.
 Mr. H. J. Smith, Gainsborough, to Committee Clerk, Canvey Island U.D.C.
 Miss N. Litchfield, Oldbury, to Housing Department, Wolverhampton.
 Mr. J. Bishell, Gainsborough, to Electricity Showroom Clerk, Pudsey B.
 Mr. G. L. Botteley to Council Electricity Assistant, Bilsogo.
 Mr. M. James, Willesden, to Assistant in Valuation Department, London C.C.
 Mr. P. H. Flatt, Willesden, to Clerk, Electricity Department, Gateshead C.B.C.
 Mr. W. C. Elliott, Bedfordshire C.C., to County Accountant, Kesteven C.C.
 Mr. G. A. Blakeley, Twickenham, to Assistant Solicitor, Islington M.B.C.
 Mr. K. A. Pope, Twickenham, to Surveying Assistant, Loughborough B.C.
 Mr. B. H. Moore, West Norfolk, to County Land Agent, Lindsey C.C.
 Mr. C. E. Deakin, Luton, to Sanitary Inspector, Bedworth U.D.C.
 Mr. H. Chalkley, Luton, to Bedfordshire C.C.
 Mr. C. J. Heley, Luton, to Bedfordshire C.C.
 Mr. L. R. J. Absolon, Luton, to Engineering Assistant, Bedfordshire C.C.
 Mr. D. F. May, Heston and Isleworth, to Cost Accountant, Sunderland C.B.C.
 Mr. R. H. Briggs, Southend-on-Sea, to Cashier, Canvey Island U.D.C.
 Mr. W. J. Wellingham, Bedford B.C., to Temp. Junior Engineering Assistant, Cornwall C.C.
 Mr. A. T. Hocking, Carshalton, to General Costing Clerk, Reigate B.C.
 Mr. A. L. Hobson, Great Yarmouth, to Engineering Assistant, Leicester C.B.C.
 Mr. J. H. M. Houseago, Great Yarmouth, to Engineering Assistant, Newbury B.C.
 Mr. K. C. A. Ashby, Great Yarmouth, to Engineering Assistant, Harrow U.D.C.
 Mr. A. M. Smith, Woolwich, to Deputy Town Clerk, Lewisham M.B.C.
 Mr. T. A. Payne, Clacton-on-Sea, to Temporary Engineering Assistant, Ramsgate B.C.
 Mr. D. F. Offord, Clacton-on-Sea, to Temporary Engineering Assistant, York C.B.C.
 Mr. R. C. Haynes, Bedford B.C., to Bury St. Edmunds B.C.
 Mr. F. G. Trotman, East Ham C.B.C., to Engineer, Sewage Works, Wembley U.D.C.
 Mr. T. S. Picton, Dagenham U.D.C., to First Engineering Assistant, Wanstead and Woodford U.D.C.
 Mr. L. Hatwell, Dagenham U.D.C., to Engineering Assistant, Southend-on-Sea C.B.C.
 Mr. W. J. J. Lampshire, West Cornwall (Br.), to Assistant Surveyor, Hants C.C.
 Mr. H. Mason, Cheltenham, to Assistant Surveyor's Office, Warwicks C.C.
 Mr. E. H. Evans, Hastings, to District Sanitary Inspector, Ealing.
 Mr. G. F. R. Hardy, Isle of Wight, to Surveyor's Clerk, Winchester.
 Mr. W. Shaw, Broadstairs, to Sanitary Inspector, Derbyshire C.C.
 Mr. L. C. Yeend, St. Austell U., to Clerk of the Council, Sodbury R.D.C.
 Mr. E. Franklin, West Sussex, to Surveyor's Assistant, Bucks.
 Mr. M. C. Dixon, Lancs C.C., to Relieving Inspector, Prescot U.D.C.
 Mr. O. Ormiston, Irlam, to Engineering Assistant, Heywood B.C.
 Mr. F. W. Seddon, Yorks. District (Cudworth U.D.C.), to General Foreman, Bredbury and Romiley U.D.C.
 Mr. W. L. Dacey, Cardiff, to Deputy Clerk, Flint C.C.
 Mr. P. H. Saunders, Sheffield, to Sanitary Inspector, Birkenhead C.B.
 Miss E. M. Smith, Durham (Bishop Auckland), to Birchall Infirmary, Rochdale C.B.
 Mr. W. Balson, Newcastle-under-Lyme, to Accountant, Worsley U.D.C.
 Mr. G. E. Malley, Wakefield, to Deputy Town Clerk, Bootle C.B.
 Miss M. D. Courlay, Birkenhead, to Home Teacher of the Blind, W. Suffolk C.C.
 Mr. J. P. Riccalton, Wallasey, to Assistant Accountant, Wembley U.D.C.
 Mr. G. E. Bousfield, Wallasey, to Temporary Sanitary Inspector, Todmorden U.D.C.
 Miss Powell, Cheshire C.C., to Cheltenham.
 Miss E. Baines, Liverpool, to Asst. Matron General Hospital, Halifax.
 Mr. M. C. Dixon, Lancs. C.C., to Relieving Officer, Bristol C.B.
 Mr. R. McVay, South Shields, to Assistant Inspector of Weights & Measures, Surrey C.C.
 Mr. L. Morley, Doncaster, to Architectural Assistant, Hunts. C.C.
 Mr. W. Oliver, West Riding, to Weights & Measures Inspector, Norfolk C.C.
 Mr. E. G. Payne, Spenborough, to Sanitary Inspector, Taunton.
 Mr. A. Saint, West Riding, to Architect's Department, Huddersfield.
 Mr. P. H. Saunders, Sheffield, to Sanitary Inspector, Birkenhead.
 Mr. E. A. Smith, Sheffield, to Assistant Sanitary Inspector, Harrow U.D.C.
 Miss E. M. Smith, Durham C.C., to Birchall Infirmary, Rochdale.
 Mr. A. Tattersfield, Wakefield, to Architectural Assistant, West Riding.
 Mr. Martin Thomas, Northumberland (Tyne Port Sanitary Authority), to Port Inspector, Hull Port Sanitary Authority.
 Mr. N. Walker, Sheffield, to Library Assistant, Leeds.
 Miss P. Walton, West Riding, to Woman Relieving Officer, Bristol.
 Miss P. M. Whitefoot, West Riding, to Assistant Librarian, Derbyshire C.C.
 Mr. E. Wisker, Leeds, to Librarian, Gillingham.
 Miss Nora Wright, South Shields, to Staff Nurse, Walker Gate Hospital, Newcastle-on-Tyne.
 Mr. R. Ashbury, Leicestershire (Market Harborough) to Clerk, Shoreham Institution, E. Sussex C.C.
 Mr. W. Leslie Dacey, Cardiff, to Deputy Clerk of the Flint C.C.
 Mr. A. J. Griffiths, Cardiff, to Assistant Librarian, Leeds.
 Mr. S. R. Geeson, Gainsborough, to Assistant, Finance Department, Spalding U.D.C.
 Mr. D. J. Holmes, Gainsborough, to Town Planning Assistant, Lincoln C. B.

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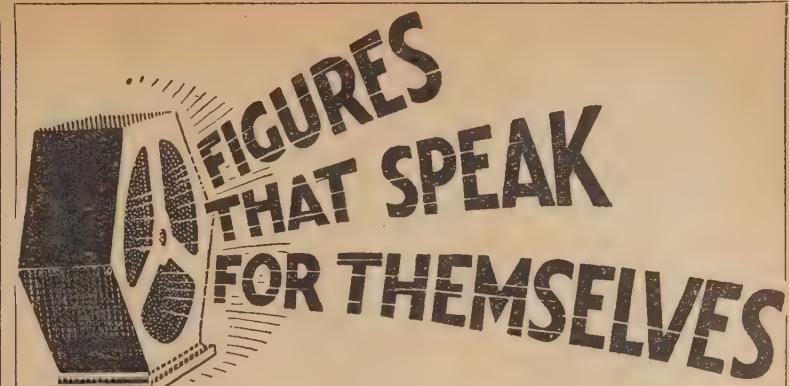
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General Literature

By JONAS PRAPS

But Other People

is actor and playwright, Sacha Guitry had a varied experience. He says: "I have been applauded, and I have been jeered. Henceforth I considered myself a playwright." "**If I Remember Right**" (ethuen, 12s. 6d.) gives his experience many stages. — Mr. Seldes gives documentary evidence of the march of fascism and its leader in Italy. He was Italy in the early days of Fascist power, "**Sawdust Caesar**" (Barker, 12s. 6d.) gives his views of the real Mussolini. Freed from the Press censor and from compelledulatory biography, the picture of the Italian dictator is not a rosy one. — quite modern young lady tells me Edith's "**Victoria of England**" (Faber & Faber, 15s.) is well worth reading, even the said lady thinks it rather too appreciative of Victorian modes. It is not only personal history, but is descriptive of social conditions and fashions, and of the Queen's relationships with her leading statesmen.

Anger than Fiction

Mr. J. E. Williamson has had some interesting and exciting experiences beneath the sea, chiefly in the interest of photography and the cinema. In "**Twenty Years Under the Sea**" (Bodley Head, 15s.) tells of his early attempts by means of a flexible tube thirty feet below the surface, of staged fights between men and sharks, and of the film production of Jules Verne's "**Twenty Thousand Leagues under the Sea**." — "**Don't Call Me a Book**," by Bob Moore (Hurst and Blackett, 12s. 6d.), is another of the many personal experiences which raise doubt as to their authenticity. However, truth is said to be stranger than fiction, the yarn is exciting and entertaining, if nothing more, but it is difficult to believe that the kingfish can be caught by sprinkling pepper on the water and stunning the fish when it comes up to sneeze.

Her Lands

"**Lake Tana and the Blue Nile**," by Major Cheesman (Macmillan, 18s.), records the results of the author's exploration of the lake and the Nile in its course through Abyssinia to the Soudan, largely through country hitherto unvisited by Europeans. The author was H.M. Consul in North-West Abyssinia. The book has nothing to do with the present war in that country. — André Likhelson's "**A Schoolboy Caught in the Russian Revolution**" (Putnam, 10s. 6d.) a stark and ghastly account of the experiences of a millionaire's son who was in Russia at the outbreak of the Revolution, and who lived—or, more truthfully, existed—through its early years until he succeeded in escaping to Germany. — Harold Steele's account of "**Policing the Arctic: the Day of the Conquest of the Arctic** by the Royal Canadian (formerly

North-West) Mounted Police" (Jarrold, 18s.). The account commences with the Yukon Gold Rush in 1898, and is continued until 1934. It shows how difficult has been the task of controlling so large and wild a tract of land, and is an excellent record of determination.

Words

There is no more fascinating study than that of the origin of words. "**Wandering Among Words**," by Henry Bett (Allen, 6s.), is not too technical for the general reader.

The Future

C. C. Furnas is Professor of Chemical Engineering at Yale University. In "**The Next Hundred Years: the Unfinished Business of Science**" (Cassell, 8s. 6d.), under the main headings of Biology, Chemistry, Physics, and Engineering, he discusses what is likely to be developed in the future, and applies his findings to the social services.

Magic or —

D. Dearden has had many years' experience as a consulting psychologist. "**Devilish but True**" (Hutchinson, 16s.) attempts to give an unbiased view of spiritualism. — "**Recovering the Ancient Magic**," by F. M. Long, is a serious study of the ancient magic of Polynesia (Rider, 12s. 6d.). It is the result of lengthy research in the ethnology, folk-lore, and customs of the natives of the district.

Lighter Material

Jack B. Yeats is the artist brother of W. B., the Irish poet. "**The Aramanthers**" (Heinemann, 7s. 6d.) is clever word artistry—a phantasy of Ireland—but doesn't get anywhere very particular. — "**Time to Play**," by May Marshall (Butterworth Press, 5s.), is ostensibly written for children, but many of my grown-up friends have read it with pleasure. It is an account of the holiday experiences of four children. — A wealthy young American and her marriage experiences in Europe form the chief theme of "**The Thinking Reed**," by Rebecca West (Hutchinson, 8s. 6d.): a careful study of the man and wife.

THE MUNICIPAL YEAR BOOK, 1936.

The 1936 edition of "**The Municipal Year Book and Encyclopædia of the Local Government Administration**," published by the Municipal Journal, Ltd., 3-4, Clement's Inn, Strand, W.C.2, at 30s., comprises altogether fifty sections—two more than the number in the 1935 edition—and extends to 1644 pages, the same number as in last year's edition. Apart from its general utility in many directions, it affords a permanent record of the salient events in local government in the year which witnessed the centenary of the passing of the first Municipal Corporations Act in this country.

SOME OTHER BOOKS

In a pamphlet just issued by the New Fabian Research Bureau on "**Technical Education**," Mr. Tobias Weaver states that "Local authorities are working under difficulties, because many, if not most, industries have become highly organised on a regional or national basis, while administration has remained local." In Part Two of the pamphlet, Miss Barbara Drake, in discussing an outline of policy, advocates new types of secondary schools which would fall into two categories: (1) Grammar schools of the existing secondary school type, and (2) modern schools which would offer a more practical course and comprise existing types of senior or central school and also junior technical schools.

A mystery novel may be original without being interesting; it may also be brilliant, although conventional. When both qualities are combined, as they are in "**Murder Without Mourners**" (Stanley Paul & Co., Ltd., Paternoster House, E.C.4), then the reader is provided with a real tit-bit. In this novel, by Sutherland Scott (a pseudonym hiding the identity of Dr Harvey, medical officer of health, Southgate, and a member of N.A.L.G.O.), five amateur detectives attempt to solve the mystery surrounding the death of Hedley Whitworth, Public Nuisance No. 1. The pace and excitement are well maintained, and the end is so logical that one wonders why one had not thought of it before.

CIRCULAR 1525

(Continued from page 504.)

Local authorities will, however, often find it desirable to keep in touch with the Appointments Boards which have been established at the Universities; a list, supplied by the University Grants Committee, is printed as Appendix II to this Circular. These Boards are understood already to be in touch with many local education authorities, and to be giving assistance as regards educational appointments, and they should be able to give similar assistance where other appointments are concerned.

In this connexion, local authorities should bear in mind that they are now substantial contributors to University funds, and it is (as Sir Henry Hadow's Committee pointed out) illogical to spend money on higher education while not securing the full advantage of employing persons so educated.

7. As has been said, the recommendations of the Committee are set out in Appendix I to this Circular. Every local authority is, however, recommended to study the whole report, and, particularly where the authority have followed the normal practice of having a Committee (under whatever name) charged specially with questions relating to their staff, to instruct that Committee, if it has not already done so, to examine the report and recommendations and see how far those recommendations can be adopted, looking to the circumstances of the authority's own district.

8. The appointment and training of local government officials is a responsibility of local authorities themselves. In this the Minister has no desire to intervene. It will be clear to them that the increasing importance and complexity of their work makes it year by year more necessary to increase the efficiency and improve the organisation of their staffs. The authoritative character of the Committee, on which the Associations of Local Authorities and the principal Associations of their officials were represented, make it his duty to urge that the most careful consideration to the Committee's conclusions shall be given.

Copies of the Report and additional copies of this Circular may be obtained from His Majesty's Stationery Office at any of the addresses shown on the back hereof, or through any bookseller."

DINNERS

The annual dinner and dance of the Brighton Branch, held at the Royal Pavilion, was again a very successful and enjoyable occasion.

The principal event of the evening was the presentation of a gold cigarette case to Mr. Henry D. Roberts, M.B.E., who retired last year from the appointment of Director of the Royal Pavilion and Art Galleries and Librarian, in recognition of his services to the branch. In making the presentation, Mr. Jas. H. Rothwell, C.B.E., the Town Clerk, said the valuable services Mr. Roberts had rendered to the Association were unrivalled by any other president the branch had had. Mr. Roberts had held office as president on four occasions.

The seventh annual dinner, entertainment, and dance of the Berkshire Branch, held on March 18, at the Oxford Ball Room, Reading, was eminently successful. There were nearly a hundred persons present. Tributes were paid to the happy relationships existing between the council and the officers.

The annual dinner and dance of the Ilkeston Branch was held recently. Seventy-two members and friends were present at the dinner. The guests, in addition to the Mayor and Mayoress of Ilkeston, included Councillor and Mrs. H. Trueman and Mr. W. M. Morley, honorary secretary of the Derby Branch. The number increased to about one hundred and seventy for the dance which followed.

The annual dinner of the Tottenham Branch took place on Friday, March 27.

President R. Leaman was supported by the Mayor, Alderman A. E. Jay, J.P., and the Mayoress; the deputy Mayor, Alderman J. H. Morrell, and the deputy Mayoress; and the town clerk. Amongst the company of 110 there was the welcome presence of Mr. R. C. Morrison, M.P., and aldermen and councillors. During the dinner the Mayor interposed a few brief, bright and brotherly remarks. Dancing and games were thoroughly enjoyed, and a jolly evening ended all too soon with the "Grand March" and "Auld Lang Syne."

The Canterbury Branch was greatly honoured at its annual dinner at the Tankerton Hotel on Wednesday evening, the civic heads of all the towns and districts covered by the branch attending. This showed the respect in which the public officials of each town are held by their Councils.

The members of the Chelmsford Branch held a very successful dinner and dance at Cannons Restaurant—the first of what it is hoped will be an annual function.

The Mayor said, as far as the Corporation were concerned, he could safely say that they knew they had more than value for the money they paid out in salaries. Whenever he saw one of the officials, he felt like raising his hat and saying "Thank you, you are saving us money." (Laughter.)

Some interesting references to the local government service were made by various speakers at the annual dinner of the Smethwick Branch. For instance, Mr. A. Roy Wise, the Borough member, told his audience that they did not suffer as they did in France from an abundance of mayors. He understood that they had one mayor to every $\frac{1}{4}$ of the membership of N.A.L.G.O. and without troubling them to work out how many local government officers there were in France, he would explain that it was one in three of the population.

The first annual dinner of the newly-formed North Herts Branch was held at the Icknield Hall, Letchworth, on Saturday, March 21, when some 70 members and their wives and friends spent a very enjoyable evening.

The president of the branch (Mr. G. Brown, clerk of the Letchworth U.D.C.) expressed his pleasure in seeing so many persons present at this, the first function of its kind, and hoped that it would augur well for the future. They were honoured to have with them as guests Dr. Jennings, who was the author of many works on local government, and who took a

great interest in the welfare of the Association, and Mr. Kershaw, who had assisted in the formation of the branch some months ago, and also the members of the local authorities in North Herts.

The second annual dinner of the Sutton Coldfield Branch was held at the town hall on March 25. Mr. R. A. Reay-Nadin (Town Clerk) who is president of the branch, presided, and among those present were the Mayor and Mayoress (Councillor and Mrs. W. A. Perry); the Deputy Mayor (Councillor A. E. Terry), and Mrs. Terry, Mrs. R. A. Reay-Nadin, and members of the Town Council.

Proposing the toast "The Sutton Branch," Mr. J. E. N. Davis, divisional secretary, referred to the important part the town clerk played in the early days of the Association, and mentioned that he seconded the resolution to form the B. and O. Fund. Mr. Peter Connon (Borough Treasurer) proposed the toast of "The Royal Town," and the chairman on behalf of the branch presented a copy of "A Century of Municipal Progress" to the honorary secretary, Mr. S. Ashton Stray.

Mr. W. E. Lloyd, vice-president of the Association, was the principal guest at the eleventh annual dinner of Mansfield Branch.

Responding to the toast "N.A.L.G.O." Mr. Lloyd said that everything N.A.L.G.O. had done during the past year had met with the greatest success. The office of N.A.L.G.O. should be to see that every man in the local government service was fitted for the particular job in which he was engaged.

Responding to the toast "The Visitors," Mr. C. Brown, M.P., who is chairman of the Sutton-in-Ashfield Urban District Council, referred to the recent formation of the Sutton-in-Ashfield Branch, and said he was very glad that every official of the Council had joined it.

The annual dinner of the Smethwick Branch was held on March 19. Mr. G. A. Owen presided over a large attendance.

Responding to the toast "N.A.L.G.O." Mr. Hill, general secretary, said if there was one thing which gave satisfaction to them it was the contribution which they had made to the betterment of public administration in this country. The Association definitely laid it down that they should not interfere with the public policy of administration. Policy was the right of the elected representatives. They could not under any circumstances forgo those characteristics of English public service. It was there they had a bulwark against those things which had endangered other countries.

Mr. H. C. Perrin, secretary to the Northampton Borough Education Committee, presided over the annual dinner of the Northampton Branch.

Proposing the toast "N.A.L.G.O." Councillor J. G. Dalton said he was proud that the borough and county council officers had joined forces in membership; he knew they were second to none in zeal. Responding, Mr. J. Chaston, N.E.C., expressed gratification at the recognition that N.A.L.G.O. stood for something more than an agitation for improved salaries, but rather hoped to achieve their aims through the betterment of the service.

The eighth annual dinner of the Salop Branch was held at Morris' Cafe, Shrewsbury, on March 18.

Proposing the toast "The County Council," Dr. Maples said he wondered what the original members of the County Council would have thought of such a function; at the chairman and members of the County Council being the guests of N.A.L.G.O., the size of the staff, and an official of an adjoining county proposing the toast.

Responding, Mr. T. Ward Green, chairman of the County Council, said he thought the

County Council were fortunate in having so loyal and efficient a staff.

At the annual dinner of the Salford Branch, held at the Grand Hotel, Manchester, on March 27, not only were officials present, but many members of the city council as well, including the Mayor, Alderman G. W. Sands. Several of the speakers regarded this as significant of the desire for a greater degree of understanding and co-operation between the two sides of local government.

The annual dinner of the Llandudno Branch was held at the Royal Hotel. Mr. Ward, president, was in the chair, supported by the clerk to the council, and the guests included the chairman of the council and the chairman of each standing committee. The toast of "N.A.L.G.O." was proposed by Mr. R. J. Gresley Jones, J.P., chairman of the council, who remarked that, as the prime object of N.A.L.G.O. was to assure efficiency in the service, it deserved all the support local authorities could give.

The annual dinner of the Nelson Branch was held on March 15. The Mayor (Alderman C. Smithson) proposed the toast of "N.A.L.G.O.", and said that he felt N.A.L.G.O. was a necessary organisation, existing in the interests of the staff employed by the corporation.

The first annual dinner and dance of the Crayford Branch was held on March 20 with an attendance of 127, and proved to be a most successful function. In proposing the toast to the staff, Mr. A. W. Crosby (chairman of the council) paid tribute to the excellent manner in which the officials carried out their duties, and the pleasant relations of staff and councillors made it a pleasure to serve on the council. Dancing completed a very enjoyable evening.

The annual dinner of the Wath, Bolton and Thurnscoe Branch was held on March 26. Mr. F. Hawksworth presided. An excellent musical programme was rendered during the evening.

SOCIALS

Defying superstition, the City of Oxford Branch held a very successful social and dance on Friday, March 13th. About 120 members and friends of the Association attended, and an entertainer and a cabaret show were thoroughly enjoyed.

The Godalming Branch held its first social evening on March 19th, when members of the Guildford and Haslemere Branches were entertained in a programme of indoor games. The venture, which was fairly well attended, was voted a success by all present, and it is hoped to develop the idea throughout winter seasons in the future.

A dance in aid of the Benevolent and Orphan Fund arranged by members of the entertainments sub-committee of the Leicester City Branch, was held on March 16. A very representative gathering of about 350 members with their wives and friends, led by the president, Mr. Edwin Robins and Mrs. Robins, responded to the invitation to support the event. The programme of dancing was interspersed by exhibitions given by a troupe of ballet dancers which proved to be a most happy and effective interlude during the course of the evening's entertainment. As a result of the effort it is anticipated that a sum of £15 will be handed over to the Branch Benevolent and Orphan Fund Account.

A successful social evening was recently held by the Poole Branch. A variety programme was provided by local artistes and members, and was followed by supper and dancing. The last dance of the winter season has also been held, but unfortunately it was not too well patronised.

On March 21 a party of members visited the offices and works of the "Bournemouth Daily Echo," and the various processes in the production of the "Final Edition" of the paper were watched with keen interest.

(Continued on page 511.)

There were nearly 300 present at a whist and dance organised by the **Merthyr Tydfil** Branch in aid of the Association's Benevolent and Orphan Fund. The function was successful in every respect, and it is satisfactory to record that the Fund will benefit therefrom.

The sum of £10 has been received from the master, matron and staff of the Bucklow institution, Knutsford, **Altringham** Branch, during the proceeds of a dance in aid of the Benevolent and Orphan Fund. A similar contribution has now been received from Mr. Eastwood (the master) for some years past. During the past winter, the branch organised five dances and whist drives in aid of the Benevolent and Orphan Fund, all of which were held at Sale Town Hall, and resulted in a net profit of £21 11s. 7d.

PRESENTATIONS

The **Caerphilly** Branch has presented to the Council a chain of office to be worn by the chairman. Mr. Rhys Evans, who has been in the staff of the Council for 36 years, handed the chain to the chairman of the Council at a meeting on March 31, when Mr. T. F. Owen, clerk of the Council and president of the branch, presided.

A medal of merit awarded 25 years ago by the Boy Scouts' Association for his bravery in rescuing a boy from the Ewenny River was just been received by Mr. Arthur Alford, a member of the **Bridgend** Branch.

Owing to an oversight the medal was not presented at the time. After the death of Mr. J. I. D. Nicholl, J.P., of Merthyr Mawr, the certificate relating to the award was found among his papers and Mr. Alford was communicated with by Mr. Robert I. Nicholl, Mr. Nicholl's son.

Mr. Alford was unaware of the award having been made until a few months ago. He remembered rescuing the boy from the river, and the following day the mother came to him with tears in her eyes and handed him ailling which he has treasured ever since.

Mr. Bernard Smedley, who has been rating and valuation officer and chief collector at **Scarborough** for 18 years, recently retired.

The presentation of a sugar sifter and creaming in Jubilee silver on behalf of his fellow local officials was made by the town clerk, who suitably expressed their best wishes to him in his retirement.

At what was described as "a family gathering" of his own staff, he was presented with a coffee pot in Jubilee silver and half a dozen spoons in the same material, and the local branch presented a Jubilee silver tea service in three pieces, making with the other gifts a full service. Mr. W. H. Smettem, in making the gift, said that it was an expression of their appreciation of his services to the branch, including particularly his service as chairman of the Executive for many years, and his work in connection with the reception of the Conference at Scarborough in 1934.

A sub-committee of the **Middlesbrough** Town Council has had referred to it the question of suitably recognising the services of Mr. Preston Kitchen in respect of his 25 years' devoted work as town clerk of Middlesbrough. Altogether, Mr. Preston Kitchen has served the town for a period of 34 years. The sub-committee has unanimously decided to recommend the council to confer upon Mr. Kitchen the Honorary Freedom of the Borough, and we have no doubt that the recommendation will be confirmed by the Council in due course. We are glad to know that this signal honour is proposed to be conferred upon Mr. Kitchen, and we should like to take this opportunity of congratulating him, and in so doing express the hope that he will have many years more of happy and successful service.

DRAMATIC

The **West Hartlepool** Branch recently produced "The Romantic Young Lady," a comedy in three acts, by Gregorio Martinez

Sierra (English version by Helen and Harley Granville Barker). This delightful comedy, the setting of which takes place in Madrid, was produced by Mr. R. de Z. Hall.

The mood of the play is light comedy, with touches of pathos and drama, and every credit is due to Mr. R. de Z. Hall for his handling of the play. One noticed particularly the care which had been given to small details, both in the acting and stage effects: the Mexican rug on the wall in Acts I. and III. was most effective and helped considerably in creating the correct atmosphere. The cast worked well together, and although there were two main characters, there was a singular lack of any "star" element; the smaller parts were as carefully thought out, and as sincerely played, as the larger.

SPORTS

The **Poole** Branch Football Club has played 7 matches against neighbouring authorities (in addition to numerous friendly games) and has won 4 and lost 2, the remaining match being drawn.

The **Epping Forest** Branch Football Club has played 7 games during the 1935-36 season, winning 2, losing 4, and drawing 1.

The table tennis section of the **Poole** Branch plays in the Bournemouth & District Table Tennis League 2nd Division, and to date has played 21 games, winning 7 and losing 14.

The final of the **South Eastern District** Table Tennis Championship (H. F. Veness Cup) was staged at Hastings on March 30.

The teams were: Brighton.—Messrs. S. A. Baker, D. Apted and W. L. Paris. Maidstone.—Messrs. R. Davis, A. Bamforth and G. Adams. Davis and Baker opened the play with a keenly fought game, which ended in Maidstone's favour. Thereafter Brighton came into their own, and after many close games cleared the board. The final score was 8-1 in favour of Brighton.

The annual billiards competition of the **Bolton & District** Branch was completed on March 27, when the semi-finals and final took place at the St. George's Road Congregational Church Institute, Bolton. The semi-finalists were Messrs. H. F. Haslam, W. Hoy, T. Waddilove and F. T. Wadsworth, and in an exciting final Mr. W. Hoy (gas department) narrowly defeated Mr. T. Waddilove (Turton). The trophy and prizes were presented at the close by Mr. W. E. Speight (sewage works manager), who kindly deputised for the branch president (Mr. H. Cunliffe), who was unavoidably absent through indisposition.

The annual 36-holes competition of the **Metropolitan District** golf section for the "Municipal Journal" Challenge Cup will be held on the Home Park Golf Course, Kingston, on Wednesday, May 13, 1936. Full particulars from Mr. W. Nelson, honorary secretary, Education Office, Croydon.

The **Essex County** (L.G.) Golfing Society has recently been formed to organise golfing facilities for those connected with the local government in the county. Only those associated by past or present membership of a local government body or holding or having held a staff appointment in the local government of the county of Essex are eligible for membership of the Society. For playing members the annual subscription is 7s. 6d., and for non-playing members 5s. Further particulars may be obtained from Mr. C. William Tagg, Essex House, 26, Finsbury Square, E.C.2.

PERSONAL

Hearty congratulations to Mr. W. G. Auger, who was a member of the National Executive Council and who has just been returned unopposed as a member of the Sevenoaks Rural District Council. We know that his experience in the service of the St. Pancras Metropolitan Borough Council and

in N.A.L.G.O. will be a great asset to him in his new sphere of local government activity.

Dr. E. Marcus Milligan, medical officer of health for Glossop, is rapidly making a name for himself as a radio playwright. A radio play of his, entitled "Twas in Old Ireland—Somewhere" was broadcast from the new high-powered Northern Ireland station on April 24. Three previous plays—two written in collaboration with Mr. A. V. Williams—have been broadcast, the last of which, "The Mayor Chooses a Wife," was broadcast from the Northern Regional station on November 8 last—the eve of Mayor-making Day.

Mr. A. C. Cox entered the office of the clerk of the peace for Dorset at Sherborne on March 22, 1886, four days after attaining his fourteenth birthday.

It will thus be seen that Mr. Cox has spent fifty years of his life in an office and he has assisted officers most closely concerned with vast changes in local government and the bringing into operation of important Acts which necessitated new officers and working departments, including education, medical, agriculture, local taxation, etc.

It is believed that Mr. Cox holds the record for continuous service with one county authority (quarter sessions and county council), for as a result of recent inquiries, only one other county clerk could claim continuous service from 1886, and he started his office career nine months after Mr. Cox.

Mr. Cox is the only surviving member of the office staff who was present at the first meeting of the county council in 1889, and of that first council only two members are still living.

During the period of his service county administration has changed from the aristocratic days of quarter sessions, which justices and officials always attended wearing top hats and frock coats, to the democratic county council of to-day.

OBITUARY

It is with deep regret that we record the death of Mr. J. W. Pickup of Blackpool, who died with tragic suddenness on April 14 last whilst on his way from his office to see his doctor. Mr. Pickup was a member of the Blackpool Branch from the day of its formation and rendered yeoman service to the members of the branch in the immediate post-war period, when problems of salaries and war bonus were well to the fore.

His national service was as active and unstinted as his local. He was a member of the north western district committee, the north western regional committee of the Benevolent and Orphan Fund, and a member of the management committee of the Fund. But above and beyond all this, his name is indissolubly linked with the approved Society. He has served on the committee of management since the formation of the Society in 1912, and he has been the vice-chairman of that Committee and a trustee of the Society for many years past. We offer our deep sympathy to his widow. At his funeral on April 17, and in addition to a floral tribute from the Society, Mr. R. W. Coppock represented the members of the Society at the interment.



The late Mr. J. W. Pickup
Courtesy of "West Lancashire Evening Gazette."

Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"
"The Wright Encyclopedia of Gardening," etc.

THE flowering season not being quite over yet, and the sowing season being at hand, it is doubly opportune to refer to the modern type of Dwarf Bedding Wallflower, which seems destined to win great popularity. I have been much impressed by the low compact habit, combined as it is with freedom of blooming, of this type during April and early May. It seems to be a little earlier, too, than the old type. Certainly it does not suffer so much from strong winds. As to colours, the principal quartette of shades in the old type are repeated in the dwarfs; that is, we can have red, brown, yellow, and orange, and these suffice for the needs of most growers. The cost of seed is slightly higher, but remains moderate. Look up your catalogues, friends, and see what they have to say.

With respect to sowing, the amateur is often struck by the opposite views of different but equally experienced Wall-flower growers. One says June is quite early enough, the other says May, or even late April, is late enough. The explanation probably lies in the one having a much richer soil than the other. The better the soil the later may be the sowing, because of the stronger and more rapid growth. One must admit that mid-May sowing (which may be taken as an average period) may in some cases mean plants so large in autumn as to make lifting and planting something of a burden, so that sowing a month later may be preferable as yielding plants which are quite large enough, being free from gross sappiness.

In the case of Sweet Williams there is a similar choice of standard and dwarf strains, but perhaps the claims of the latter are less marked than with the Wall-flowers, because the popular self-coloured varieties, such as Pink Beauty, are themselves compact. From what I see and hear the principal Sweet William problem is not the habit of the plants but the ferocity of the birds, for on all sides growers make tragic complaints of the mischief done. Dusting and threading seem to do little good, and it therefore becomes a matter of netting, and nowadays fish netting is very cheap. Never, by the way, buy this netting of a less width than four feet, because there is a practically unavoidable loss in the stretching. Sweet Williams are so beautiful and so lasting that I consider the expense of netting justified, especially as it may serve more purposes than one—coming in, for example, to cover a patch of grass seed or a bed of Strawberries.

With Wallflowers and Sweet Williams we may at will sow now as biennials or perennials such things as Chimney Campanulas (pyramidalis varieties), Canterbury Bells, Forget-me-nots, Aquilegias, Giant Double Daisies, Delphiniums, Lupins, Foxgloves, Indian Pinks, Sun-

beam and Iceland Poppies, Brompton Stocks, Hollyhocks, and Sweet Rocket. There is also a handsome Hounds-tongue called Cynoglossum amabile, which grows about two feet high and is very graceful in the herbaceous border.

Raisers of bedding plants, chiefly half-hardy annuals, had a somewhat trying time in the early part of April, owing to the bitter winds which prevailed. We must not forget that such winds have a way of reappearing in May, to worry us over the planting out of Antirrhinums, Calendulas, Verbenas, Aster, Stocks, Ageratum, Lobelias, Golden Feather, Marigolds, Nemesias, Petunias, Phloxes, Zinnias, Salpiglossis, and the rest. There is nothing for it but to "hasten slowly," giving Calendulas, Stocks, and Nemesias their places before the more tender things. They can conveniently follow bulbs, which have finished blooming, after the beds have been dug deeply and given a dressing of manure or fertiliser.

Buyers from florists who supply half-hardy annuals and other bedding plants in shallow boxes will find that the smaller dealers rarely want to deliver in the early part of May, preferring to supply near the end, but they are ready to receive orders early, as might be supposed.

Perhaps the number of amateurs who obtain their Dahlias in the same way is quite as great as that represented by home raisers, but one must remind the latter of the importance of hardening their plants and of the value in this connection of an unheated but frost-free frame.

As regards tuberous Begonias, they ought still to have heat, without which they will grow slowly for a good while yet, whether they are young seedlings sown in winter or tubers taken out of winter store. In company with Bouvardias, Cannas, perpetual Carnations, Chrysanthemums, Cinerarias, Cyclamens, Primulas to be sown soon for next winter, and Statice, they will enjoy the warmth of a mildly heated greenhouse.

Plants in the herbaceous border should be moving apace, and it may be well to give a reminder of the desirability of early staking, because then the necessary stakes and tying material can be obtained in advance.

Roses should be in full growth after their April pruning, and it will be wise to look over them every few days in case a precocious family of greenfly has established itself, because a gallon of spraying mixture applied promptly may save a dozen gallons a month later. The sight of curled leaves should always prompt examination, because if there is no aphid, there may be maggots, which are if anything worse, but which succumb, nevertheless, to hearty pressure between finger and thumb.

MORE FREEDOM FOR MIDDLESBROUGH NURSES

The difficulties which have beset Middlesbrough in securing suitable girls for the nursing profession in the municipal hospitals will doubtless vanish now that recommendations ensuring a greater freedom and the introduction of a more homely atmosphere have been approved by the hospitals committee.

These recommendations included the following: "That the Nurses' Home should be run on more informal lines, more as a hostel than an institution; and telephone advantages might be granted."

With regard to the municipal hospital, the exercise of caution is shown in the proviso that the telephone should be allowed with the permission of some administrative officer.

Under the heading of "Social Relations in the Nurses' Home," it is stated that a more friendly atmosphere and less discipline might be encouraged between the various grades when off-duty; clubs and entertainments might be organised by the staff among themselves; smoking might be allowed and not looked on as a privilege, but only in the public sitting-rooms; a Sister or staff-nurse should be able to spend her off-duty time from 8.30 to 10 p.m. outside the hospital without permission if she so desires, subject to prior notice being given to the matron.

The right to retire at a later hour was suggested when it was recommended that the time should be increased at the municipal hospital by half an hour to 10.30 p.m., and that the rule, "lights out in half an hour," should be abolished.

The question of privacy has been investigated, and the report on the subject of supervision of bed-rooms states that their inspection by home Sisters and matrons removes the feeling of privacy, and may include the inspection of chests of drawers, wardrobes, etc.

The inspection should be concerned only with the efficiency of the home-maid and cleanliness, and might, with advantage, be made in the presence of a nurse.

The accommodation at the hospitals is described as fairly satisfactory, although there are still cases where the nurse does not have a bed-room to herself. It is recommended that when off duty, a nurse should be allowed to use her bed-room as a sitting-room where she could obtain privacy.

The span of work should not exceed thirteen hours. Any extra time should be compensated by extra hours off-duty.

At least one and a half hours should be allowed for meals during the span, of which forty minutes should be allocated for mid-day dinner.

Attendance at meals should not be compulsory if they synchronise with off-duty times.

One free day each week should be allowed.

One and a half hours in all should be allowed for off-duty and rest.

One free night should be allowed every week.

No nurse, except a night Sister, should be kept on night duty for more than three months in a year.